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COLLECTIVE AGREEMENT SURVEY IN THE TRADE INDUSTRY

1974

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ECONOMICS AND RESEARCH DIVISION
NOVA SCOTIA DEPARTMENT OF LABOUR

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COLLECTIVE AGREEMENT SURVEY

IN

TRADE

Economics and Research Division

Nova Scotia Department of Labour

Halifax, Nova Scotia

HONOURABLE WALTER FITZGERALD
MINISTER

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DEPUTY MINISTER

PREFACE

Collective bargaining traditionally found its initial application in the construction and manufacturing industries but the collective approach was rapidly recognized by both labour and management as an advantageous method of achieving their respective objectives in all sectors of business. In the industry of Trade, the chronological growth and development of collective bargaining has been less noticeable relative to other industries. As a consequence, the first attempt in 1972 to survey working conditions determined by negotiated collective agreements necessitated the incorporation of this sector data with the industries of Transportation, Communication and Other Utilities, and Public Administration. Between 1972 and 1974, additional collective agreement settlements in absolute terms have increased to a level where it became practical for the Division to publish information on a separate industry basis.

Thus, the present survey not only attempts to expose current collective agreement provisions but also to exhibit trends that have developed in negotiations since 1972.

Again, the cooperation of labour and management must be gratefully acknowleged in the preparation of this survey.

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- 1974 -

INTRODUCTION

In Nova Scotia during 1974, approximately 51,300[1] persons were estimated to be employed in the Trade industry. Of this total, the reported number of employees unionized in the sector stood at 3,637[2] workers, slightly more than seven percent of the total industry employment. In order to expose information regarding working conditions determined by collective bargaining in this sector, it became necessary to select collective agreements which met a selected survey reference period. For the purposes of this survey, collective agreements which were in effect between January 1, 1974 and June 30, 1974 were utilized in the analysis. A tabulation of employees included in the 63 contracts satisfying this survey date criteria totalled 2,726, almost 75 percent of total union membership in the sector.

The frequency of small firms which is quite high in the all-industry structure of Nova Scotia is particularly evident if the size of bargaining units in the surveyed collective agreements is used as an indicator. A distribution of the reference contracts by unit size suggests that approximately 81 percent of the current survey sample falls within the one to 49 employee size range. A broadening of the size range which would include bargaining units covering employees in the one to 99 bracket would embrace almost 90 percent of the employees in the present survey.

Examining the survey agreements with reference to their appropriate geographical area, the greater concentration of bargaining units by employee size is located in the metropolitan area of Halifax-Dartmouth with the Sydney area following suite.

In the actual analysis of collective agreement provisions, the possibility of misinterpreting certain phrases adds to the somewhat complicated task of the analyst. To reduce the margin of error in this regard, attempts have made to extract specific provisions as they appear in the collective agreements. This accounts for the seemingly apparent duplication of provisions in the tabular analysis.

The names of the unions and employers who contributed to this survey are included in the appendix.

1 Economics and Research Division, Nova Scotia Department of Labour - "Current Labour Force Statistics".

2 Economics and Research Division, Nova Scotia Department of Labour - "Labour Organization in Nova Scotia".

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HIGHLIGHTS

TRADE

1972 - 1974

Term of Agreement

The two year contract period was the most favoured in 1974 with 58.7 percent of the agreements stipulating this provision. This is an increase from 1972 when 46.4 percent of the contracts surveyed had this provision. As well, the frequence of one year agreements has risen by 7.9 percent since the 1972 survey.

Security Provision

The Union Shop, Modified Union Shop and Rand Formula are the principal forms of union security in the industry. These forms of security were found in 69.8 percent of the agreements surveyed and cover 84.1 percent of the surveyed employees. The Union Shop showed the only increase in 1974 with the figures rising by 8.3 percent while the Modified Union Shop and Rand Formula both appeared less frequently in the current reference agreements.

Check-Off

In line with the more popular forms of union security stated above, compulsory union dues check-off occurred in 88.9 percent of those contracts surveyed.

Seniority Recognition

Seniority recognition in the areas of layoffs, promotions, rehirings and vacations was found as a provision in 52.4 percent of all agreements surveyed. This provision showed a slight increase over 1972 figures when 50 percent of the contracts analyzed had this clause.

HIGHLIGHTS (Cont'd)

Permanent Employee Qualification

Industry survey data revealed that 27 percent of the contracts required a probationary period of three months. The trend towards a shorter period of time to gain permanent employee status appears to be taking place as 90.5 percent of the agreements surveyed have probationary periods of three months or less.

Grievance Procedure

Oral presentation of grievances was the most common manner of initiating a grievance with 61.9 percent of agreements containing this clause. In comparison to 1972 data, the present survey indicated that 6.9 percent fewer contracts preferred this procedure.

The length of time allowed for an employee to voice his grievance varies from 24 hours to 30 working days. Forty-eight hours was the most common provision with 11.8 percent of the agreements having this provision.

It was observed that 81.0 percent of the collective agreements call for re-imbursement to an employee if he/she is exonerated after being suspended.

The three man board is still the most prevalent way to arbitrate a grievance and was found in 60 percent of the agreements.

Normal Work Week

The 40-hour week is the most popular work week schedule in the trade industry with 63.5 percent of the agreements having this provision. This provision covered 71.8 percent of employees. The five day work week is also the most common form of applying a work week with 46 percent of the collective agreements reporting this clause.

HIGHLIGHTS (Cont'd)

Overtime Rates

The standard overtime rate for work after daily or weekly hours is still time and one-half. Overtime on Saturday was compensated in most cases at the rate of time and one-half while double time on Sunday was most prevalent.

Requirements For Paid Statutory Holidays

The requirements that an employee must work the day prior to the holiday and the day following was found in 57.1 percent of the agreements surveyed. This was a slight increase over 1972 figures.

Paid Statutory Holidays

Nine statutory holidays were provided for in 65.1 percent of the agreements surveyed. In comparison with 1972 survey results, eight percent more contracts included this provision in 1974.

Pay Rates For Holidays Worked

Premium holiday pay at the rate of double time and double time and one-half were most dominant in the 1974 survey. These rates accounted for 73 percent of the agreements analyzed.

Provision For Paid Holidays During Vacation

A provision for a holiday falling during an employees vacation appeared in 61.9 percent of the agreements. The most common form of compensation was either an extra day's pay or straight time and another day off.

HIGHLIGHTS (Cont'd)

Paid Vacations

The Labour Standards Code for the Province of Nova Scotia requires that all employers provide a vacation of two weeks with pay after one years service for every person who has worked 90 percent of the working time during the year.

Three weeks vacation after one year's service has not yet become a dominant provision in collective agreements. For 1974, it was found in 3.2 percent of the agreements. In the majority of agreements, 28.6 percent reported three weeks vacation after eight years service. This is an increase over 1972 figures when only 14.3 percent of the collective agreements stipulated this provision.

Of the miniority number of contracts which included a four week vacation, the greater portion required workers to be employed for at least 20 years.

Industrial Safety

Provisions dealing with industrial safety are becoming more important in the collective agreements. Over 70 percent of the agreements had clauses dealing with health and safety. Other provisions dealt with sanitation, work clothing, clothing maintenance, first aid, safety committee, safety equipment and physical examination.

Fringe Benefits

The various types of fringe benefits in most cases showed decreases in 1974. The only increases occurred in the provisions relating to unpaid maternity leave.

TABULAR ANALYSIS

OF

COLLECTIVE AGREEMENT PROVISIONS

TABLE 1: TERM OF AGREEMENT

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
One year	14	22.2	195	7.2
More than one but less than two	4	6.3	296	10.9
Two years	37	58.7	1898	69.6
More than two but less than three	2	3.2	68	2.5
Three years	6	9.6	269	9.8
TOTAL	63	100.0	2726	100.0

TABLE 2: SECURITY PROVISIONS

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Open Shop	1	1.6	9	0.3
Union Shop	21	33.3	810	29.7
Modified Union Shop	12	19.0	867	31.8
Rand Formula	11	17.5	617	22.6
Modified Rand Formula	2	3.2	39	1.4
Maintenance of membership for present and future union members	6	9.5	140	5.1
Rand Formula with maintenance provision	4	6.3	137	5.0
Union Shop for new employees Rand Formula for old employees	3	4.8	20	0.7

TABLE 2: SECURITY PROVISIONS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Modified Union Shop with maintenance provision	2	3.2	75	2.8
Modified Union Shop with Rand Formula for old employees	1	1.6	12	0.6
TOTAL	63	100.0	2726	100.0

TABLE 3: CHECK-OFF

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Compulsory for all employees with closed or union shop	22	34.9	814	29.9
Compulsory for all employees without closed or union shop	19	30.1	880	32.3
Compulsory for union members	11	17.5	415	15.2
Voluntary and irrevocable	7	11.1	92	3.4
Voluntary for old employees compulsory for new	3	4.8	75	2.8
Compulsory with closed or union shop, voluntary and irrevocable for old employees	1	1.6	450	16.4
TOTAL	63	100.0	2726	100.0

TABLE 4: SENIORITY RECOGNITION

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Layoffs, promotions, rehirings and vacations	33	52.4	1079	39.5
Layoffs, rehirings and vacations	4	6.3	124	4.5
Layoffs, promotions and rehirings	16	25.4	790	29.0
Layoffs and rehirings	4	6.3	91	3.3
Layoffs, promotions and vacations	1	1.6	400	14.7
Layoffs, promotions, rehirings, vacations and overtime	2	3.2	150	5.5
Layoffs	1	1.6	70	2.7
Layoffs and promotions	1	1.6	11	0.4
Promotions	-	-	-	-
Layoffs, promotions, rehirings, vacations, transfers, upgrading and demotions	1	1.6	11	0.4
TOTAL	63	100.0	2726	100.0

TABLE 5: SENIORITY UNIT

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Unit not stated	18	28.6	458	16.8
Department	10	15.9	301	11.0
Craft or occupation	-	-	-	-
Plant	7	11.1	518	19.0
Section of plant	1	1.6	13	0.5
Division	2	3.2	164	6.0
Bargaining unit	6	9.5	231	8.5
Job classification	2	3.2	421	15.5
Company	12	19.0	553	20.3
Trade, classification, department and company	1	1.6	29	1.1
No provision	4	6.3	38	1.3
TOTAL	63	100.0	2726	100.0

TABLE 6: PERMANENT EMPLOYEE QUALIFICATION

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
15 working days	1	1.6	100	3.7
30 working days	4	6.3	136	5.0
40 working days	1	1.6	13	0.5
45 working days	1	1.6	30	1.1
45 days	2	3.2	470	17.2
60 working days	8	12.7	499	18.3
90 working days	2	3.2	32	1.1
One month	6	9.5	192	7.0
Two months	15	23.8	229	8.4
Three months	17	27.0	488	17.9
Four months	1	1.6	37	1.4
Six months	2	3.2	441	16.2
No provision	3	4.7	59	2.2
TOTAL	63	100.0	2726	100.0

TABLE 7: GRIEVANCE PROCEDURE

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Method of Grievance Procedure				
(a) Written	12	19.0	1219	44.7
(b) Oral	39	61.9	1310	48.1
(c) Either (a) or (b)	2	3.2	47	1.7
(d) Not specifically stated	10	15.9	150	5.5
TOTAL	63	100.0	2726	100.0
Length of Time to Initiate Grievance				
24 hours	2	3.2	14	0.5
48 hours	7	11.1	74	2.7
One working day	1	1.6	4	0.1
Two days	1	1.6	8	0.3
Two working days	4	6.3	170	6.2
Three days	3	4.8	453	16.6
Three working days	6	9.5	285	10.5
Five days	1	1.6	36	1.3
Five working days	3	4.8	47	1.7
Seven days	3	4.8	216	7.9
Seven working days	2	3.2	37	1.3

TABLE 7: GRIEVANCE PROCEDURE (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Length of Time to Initiate Greivance (Cont'd)				
Ten days	1	1.6	43	1.6
30 days	1	1.6	14	0.5
30 working days	4	6.3	756	27.7
Not specifically stated	22	34.8	501	18.4
No provision	2	3.2	68	2.7
TOTAL	63	100.0	2726	100.0
Complainant's Status				
Suspended at discretion of employer, re-imbursement if exonerated	51	81.0	2143	78.6
Appeal after dismissal where discharge is involved	5	7.9	382	14.0
No provision	7	11.1	201	7.4
TOTAL	63	100.0	2726	100.0
Number of Arbitrators				
(a) Single umpire	13	20.6	868	31.8
(b) Two man board	1	1.6	18	0.7
(c) Three man board	38	60.3	787	28.9
(d) Either (a) or (c)	8	12.7	823	30.2
(e) No provision	3	4.8	230	8.4
TOTAL	63	100.0	2726	100.0

TABLE 8: NORMAL WORK WEEK

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
38 hours	1	1.6	14	0.5
40 hours	40	63.5	1956	71.8
42 hours	2	3.2	70	2.6
42½ hours	4	6.3	42	1.5
44 hours	3	4.8	51	1.9
45 hours	5	7.9	434	15.9
48 hours	3	4.8	17	0.6
Not specifically stated	5	7.9	142	5.2
TOTAL	63	100.0	2726	100.0
Application of Work Week				
Four or five day week	1	1.6	50	1.8
Five consecutive days where possible with two consecutive days off	-	-	-	-
Five days with two days off	-	-	-	-
Five days per week	29	46.0	968	35.5
Five and one-half days per week	2	3.2	16	0.6
Six days per week	3	4.8	24	0.9
Other	-	-	-	-
Not specifically stated	28	44.4	1668	61.2
No provision	-	-	-	-
TOTAL	63	100.0	2726	100.0

TABLE 9: OVERTIME RATES

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Overtime Rates After Daily or Weekly Hours				
Straight time followed by a higher rate	1	1.6	30	1.1
Time and one-half	53	84.1	2151	78.9
Time and one-half or time off at straight time	1	1.6	18	0.7
Time and one-half followed by a higher rate	6	9.5	486	17.8
No provision	2	3.2	41	1.5
TOTAL	63	100.0	2726	100.0
Overtime Rates on Saturday				
Straight time followed by a higher rate	1	1.6	120	4.4
Time and one-half	31	49.2	1430	52.5
Time and one-half or a day off in lieu	1	1.6	18	0.7
Time and one-half followed by a higher rate	3	4.8	25	0.9
Double time	3	4.8	461	16.9
Special premium (15 cents per hour)	1	1.6	71	2.6
No provision	23	36.4	601	22.0
TOTAL	63	100.0	2726	100.0

TABLE 9: OVERTIME RATES (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Overtime Rates on Sunday				
Time and one-half	11	17.5	343	12.6
Double time	45	71.4	2197	80.6
Special premium (15 cents per hour)	1	1.6	71	2.6
No provision	6	9.5	115	4.2
TOTAL	63	100.0	2726	100.0

TABLE 10: PAID HOLIDAYS PROVISION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Requirements for Paid Statutory Holidays				
Must work day prior to holiday and day following	36	57.1	1820	66.8
Must work day prior to holiday, day following and three days during that pay period	1	1.6	37	1.4
Must work day prior to holiday, day following and be employed for 15 days	2	3.2	14	0.5

TABLE 10: PAID HOLIDAYS PROVISION (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Requirements for Paid Statutory Holidays (Cont'd)				
Must work day prior to holiday, day following and be employed for 30 days	3	4.8	111	4.1
No provision	21	33.3	744	27.2
TOTAL	63	100.0	2726	100.0
Paid Statutory Holidays				
Five per year	2	3.2	14	0.5
Eight per year	5	7.9	164	6.0
Nine per year	41	65.1	1376	50.5
Ten per year	8	12.7	980	36.0
Ten and one-half per year	5	7.9	145	5.3
No provision	2	3.2	47	1.7
TOTAL	63	100.0	2726	100.0
Pay Rates for Holidays Worked				
Straight time	1	1.6	50	1.8
Time and one-half	5	7.9	68	2.5
Double time	30	47.6	800	29.3
Double time and one-half	16	25.4	635	23.3
Triple time	6	9.5	982	36.0

TABLE 10: PAID HOLIDAYS PROVISION (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Pay Rates for Holiday Worked (Cont'd)				
Additional day's pay	-	-	-	-
Working day off with pay in lieu	2	3.2	19	0.7
No provision	3	4.8	172	6.4
TOTAL	63	100.0	2726	100.0
Provision for Paid Holidays During Vacation				
(a) Straight time and another day off	13	20.6	614	22.5
(b) Extra day's pay	4	6.3	51	1.9
(c) Either (a) or (b)	22	34.9	530	19.4
(d) No provision	24	38.2	1531	56.2
TOTAL	63	100.0	2726	100.0
Paid Holiday Falling on Days Not Normally Worked				
Observe on following Monday or day proclaimed by government	17	27.0	758	27.8
Extra day's pay	2	3.2	441	16.2
Working day off with pay or extra day's pay	1	1.6	50	1.8
No provision	43	68.2	1477	54.2
TOTAL	63	100.0	2726	100.0

TABLE 11: PAID VACATIONS

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Vacations - Three Weeks				
After one year	2	3.2	90	3.3
After five years	7	11.1	78	2.9
After six years	7	11.1	142	5.2
After seven years	2	3.2	200	7.3
After eight years	18	28.6	997	36.6
After nine years	3	4.8	188	6.9
After ten years	16	25.4	771	28.3
After 13 years	1	1.6	71	2.6
After 15 years	2	3.2	12	0.4
No provision	5	7.8	177	6.5
TOTAL	63	100.0	2726	100.0
Paid Vacations - Four Weeks				
After 15 years	6	9.5	112	4.1
After 18 years	7	11.1	314	11.5
After 20 years	14	22.2	1067	39.1
After 25 years	1	1.6	12	0.4
No provision	35	55.6	1221	44.9
TOTAL	63	100.0	2726	100.0

TABLE 11: PAID VACATIONS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Vacations - Five Weeks				
After 25 years	5	7.9	98	3.6
After 30 years	1	1.6	450	16.5
No provision	57	90.5	2178	79.9
TOTAL	63	100.0	2726	100.0

TABLE 12: SHIFT PROVISION

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Eight cents afternoon shift; 15 cents night shift	1	1.6	450	16.5
Nine cents night shift	-	-	-	-
Ten cents night shift	5	7.9	244	9.0
12 cents other than day shift	3	4.8	68	2.5
15 cents other than day shift	3	4.8	103	3.8
23 cents night shift	1	1.6	36	1.3
25 cents afternoon shift	1	1.6	18	0.7
25 cents night shift	1	1.6	70	2.6
$2.00 night shift	1	1.6	400	14.7
$5.00 per week other than day shift	1	1.6	50	1.8

TABLE 12: SHIFT PROVISION (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Five percent over and above regular rate	1	1.6	37	1.4
Split shift - five percent of normal rate	1	1.6	37	1.4
No provision	44	69.7	1213	44.3
TOTAL	63	100.0	2726	100.0

TABLE 13: INDUSTRIAL SAFETY

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Safety	46	73.0	1961	71.9
No provision	17	27.0	765	28.1
TOTAL	63	100.0	2726	100.0
Sanitation	4	6.3	92	3.4
No provision	59	93.7	2634	96.6
TOTAL	63	100.0	2726	100.0
Health	45	71.4	1533	56.2
No provision	18	28.6	1193	43.8
TOTAL	63	100.0	2726	100.0

TABLE 13: INDUSTRIAL SAFETY (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
First aid	16	25.4	263	9.6
No provision	47	74.6	2463	90.4
TOTAL	63	100.0	2726	100.0
Physical examination	8	12.7	1172	43.0
No provision	55	87.3	1554	57.0
TOTAL	63	100.0	2726	100.0
Safety committee	16	25.4	1065	39.1
No provision	47	74.6	1661	60.9
TOTAL	63	100.0	2726	100.0
Safety Equipment				
At no cost to employee	12	19.0	493	18.1
At some cost	-	-	-	-
No provision	51	81.0	2233	81.9
TOTAL	63	100.0	2726	100.0

TABLE 13: INDUSTRIAL SAFETY (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Work Clothing				
(a) At no cost to employee	21	33.3	1288	47.2
(b) At some cost	9	14.3	277	10.2
(c) Both (a) and (b)	2	3.2	68	2.5
(d) No provision	31	49.2	1093	40.1
TOTAL	63	100.0	2726	100.0
Clothing or Equipment Maintenance				
At no cost to employee	15	23.8	833	30.5
At some cost	3	4.8	116	4.3
No provision	45	71.4	1777	65.2
TOTAL	63	100.0	2726	100.0

TABLE 14: FRINGE BENEFITS

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Bereavement Leave				
Two days	3	4.8	102	3.7
Three days	27	42.8	1323	48.5
Two working days for immediate family one day other	1	1.6	11	0.4
Three days for immediate family one day other	16	25.4	994	36.5
No provision	16	25.4	296	10.9
TOTAL	63	100.0	2726	100.0
Paid Sick Leave				
Six days per year	1	1.6	13	0.5
Seven days per year	1	1.6	70	2.6
Nine days per year	1	1.6	3	0.1
Ten days per year	5	7.9	343	12.6
12 days per year	7	11.1	86	3.2
14 days per year	1	1.6	20	0.7
One-half day per month	1	1.6	43	1.6
One day per month	4	6.3	92	3.4
Two and one-half per quarter	1	1.6	50	1.8
One week per year	1	1.6	4	0.1
Varies according to length of service	2	3.2	441	16.2
Not specifically stated	5	7.9	55	2.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Sick Leave (Cont'd)				
No provision	33	52.4	1506	55.2
TOTAL	63	100.0	2726	100.0
Paid Sick Leave - Time Requisite				
After 60 calendar days	2	3.2	25	0.9
After three months	1	1.6	40	1.5
After six months	3	4.8	35	1.3
After one year	9	14.3	369	13.5
Not specifically stated	4	6.3	463	17.0
No provision	44	69.8	1794	65.8
TOTAL	63	100.0	2726	100.0
Paid Sick Leave - Cumulative to				
Six days	1	1.6	29	1.1
Seven and one-half days	1	1.6	11	0.4
Ten days	1	1.6	164	6.0
12 days	2	3.2	83	3.0
18 days	1	1.6	14	0.5
20 days	2	3.2	70	2.6
24 days	1	1.6	18	0.7

TABLE 14: FRINGE BENFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Sick Leave - Cumulative to (cont'd)				
30 days	1	1.6	25	0.9
Two work weeks	1	1.6	8	0.3
Two weeks	2	3.2	29	1.1
Varies according to seniority	3	4.8	445	16.3
Not specifically stated	4	6.2	58	2.1
No provision	43	68.2	1772	65.0
TOTAL	63	100.0	2726	100.0
Unpaid Maternity Leave				
Five months	3	4.8	271	9.9
Six months	1	1.6	30	1.1
One year	2	3.2	160	5.9
17 months	1	1.6	450	16.5
Not specifically stated	1	1.6	20	0.7
No provision	55	87.2	1795	65.9
TOTAL	63	100.0	2726	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Reporting Pay General				
One hour at regular rate	3	4.8	79	2.9
Two hours at regular rates	2	3.2	37	1.4
Four hours at regular rates	6	9.5	286	10.5
If not notified, paid for full shift	2	3.2	90	3.3
No provision	50	79.3	2234	81.9
TOTAL	63	100.0	2726	100.0
Call-Out Pay Guarantee				
Time and one-half	2	3.2	14	0.5
One hour	-	-	-	-
One hour at time and one-half	2	3.2	20	0.7
Two hours at regular rate if work is less than one hour duration	1	1.6	16	0.6
Two hours at regular rate	2	3.2	37	1.4
Two hours at time and one-half	3	4.8	73	2.7
Three hours at regular rate	8	12.7	493	18.1
Three hours at regular rate or time and one-half if they are in excess of a 40-hour week	1	1.6	13	0.5

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Call-Out Pay Guarantee (Cont'd)				
Three hours at overtime rates	2	3.2	7	0.3
Three hours at time and one-half	7	11.1	99	3.6
Four hours at regular rates	9	14.3	716	26.3
Four hours at time and one-half	2	3.2	441	16.2
Four hours at overtime rates	1	1.6	10	0.4
Four hours at regular rates or time and one-half whichever is greater	1	1.6	120	4.4
No provision	22	34.7	667	24.3
TOTAL	63	100.0	2726	100.0
Notice of Layoff				
Four hours	1	1.6	6	0.2
Two working days	2	3.2	70	2.6
Five working days	3	4.8	108	4.0
One week	1	1.6	29	1.1
One week or pay in lieu	6	9.5	176	6.5
One working day's notice for every six month's of service	-	-	-	-
One working day for every six month's service but not less than two working days	1	1.6	4	0.1
No provision	49	77.7	2333	85.5
TOTAL	63	100.0	2726	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Rest Periods				
One of ten minutes duration	2	3.2	52	1.9
Two of ten minutes duration	17	27.0	860	31.5
Two of 12 minutes duration	1	1.6	450	16.5
One of 15 minutes duration	1	1.6	18	0.7
Two of 15 minutes duration	18	28.6	520	19.1
One of 20 minutes duration	1	1.6	30	1.1
Not specifically stated	2	3.2	75	2.8
No provision	21	33.2	721	26.4
TOTAL	63	100.0	2726	100.0
Paid jury duty	14	22.2	492	18.0
No provision	49	77.8	2234	82.0
TOTAL	63	100.0	2726	100.0
Medical benefits	12	19.0	747	27.4
No provision	51	81.0	1979	72.6
TOTAL	63	100.0	2726	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Life insurance plan	10	15.9	565	20.7
No provision	53	84.1	2161	79.3
TOTAL	63	100.0	2726	100.0
Unpaid leave of absence (union business)	42	66.7	2136	78.4
No provision	21	33.3	590	21.6
TOTAL	63	100.0	2726	100.0
Guaranteed employment or earnings	3	4.8	65	2.4
No provision	60	95.2	2661	97.6
TOTAL	63	100.0	2726	100.0
Severence pay	8	12.7	618	22.7
No provision	55	87.3	2108	77.3
TOTAL	63	100.0	2726	100.0
Job posting	27	42.9	1982	72.7
No provision	36	57.1	744	27.3
TOTAL	63	100.0	2726	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Labour Management Committee	7	11.1	247	9.1
No provision	56	88.9	2479	90.9
TOTAL	63	100.0	2726	100.0
Employer contribution to welfare plan	25	39.7	806	29.6
No provision	38	60.3	1920	70.4
TOTAL	63	100.0	2726	100.0
Illness or injury allowance	14	22.2	667	24.5
No provision	49	77.8	2059	75.5
TOTAL	63	100.0	2726	100.0
Tools provided free or at a reduction	5	7.9	227	8.3
No provision	58	92.1	2499	91.7
TOTAL	63	100.0	2726	100.0
Board and lodging (subsistence allowance)	4	6.3	33	1.2
No provision	59	93.7	2693	98.8
TOTAL	63	100.0	2726	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Toilet facilities	9	14.3	375	13.8
No provision	54	85.7	2351	86.2
TOTAL	63	100.0	2726	100.0
Adequate eating facilities	6	9.5	351	12.9
No provision	57	90.5	2375	87.1
TOTAL	63	100.0	2726	100.0

TABLE 15: BASE RATE INCREASE

Lowest Wage Paid 1974	Base Rate Increase 1974
$1.65	12.8 Percent

The above base rate of $1.65 per hour refers to the lowest wage paid in the 63 collective agreements surveyed. The rate applies only to those persons employed on a permanent basis and therefore excludes persons in an apprenticeship program or on other adjusted wage shcedules while enrolled in educational programs. The base rate increase of 12.8 percent is an average of the compound percent increases in the 63 collective agreements.

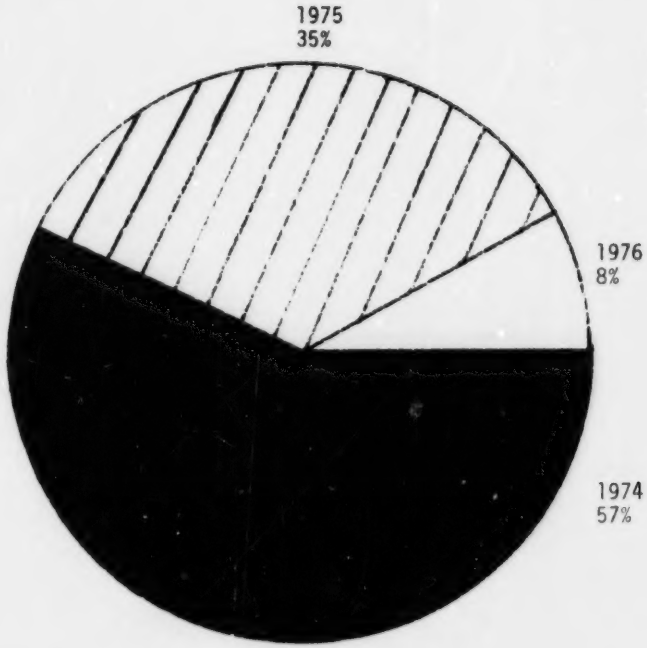
CHART ANALYSIS

OF

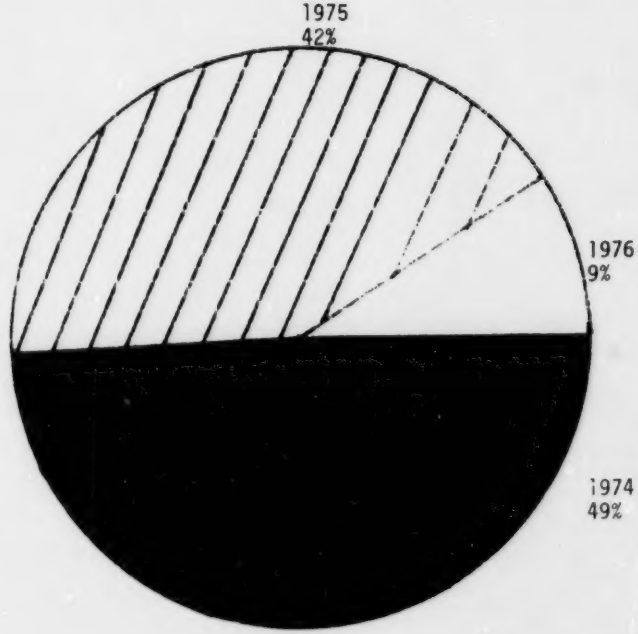
COLLECTIVE AGREEMENT PROVISIONS

PERCENTAGE DISTRIBUTION OF AGREEMENTS AND EMPLOYEES

COVERED BY YEAR OF EXPIRY

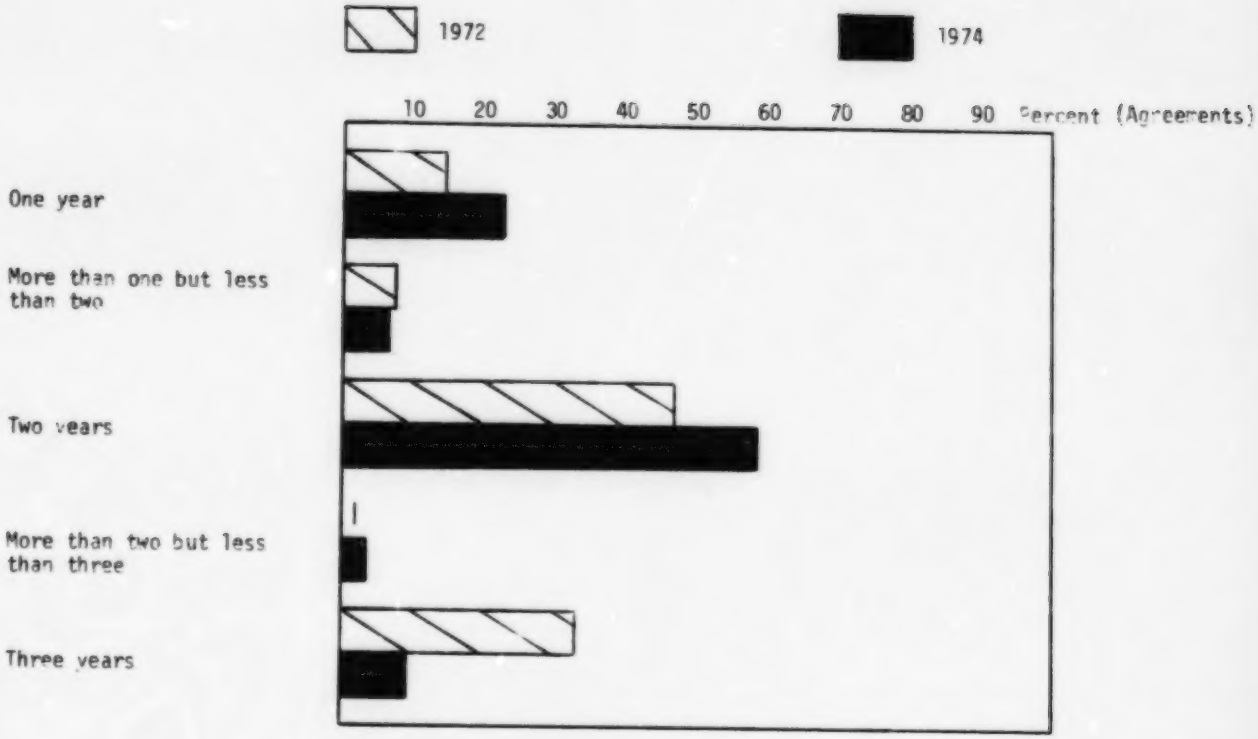


BY AGREEMENT



BY EMPLOYEES

CHART 1: Term Agreement



HART 2: Security Provisions

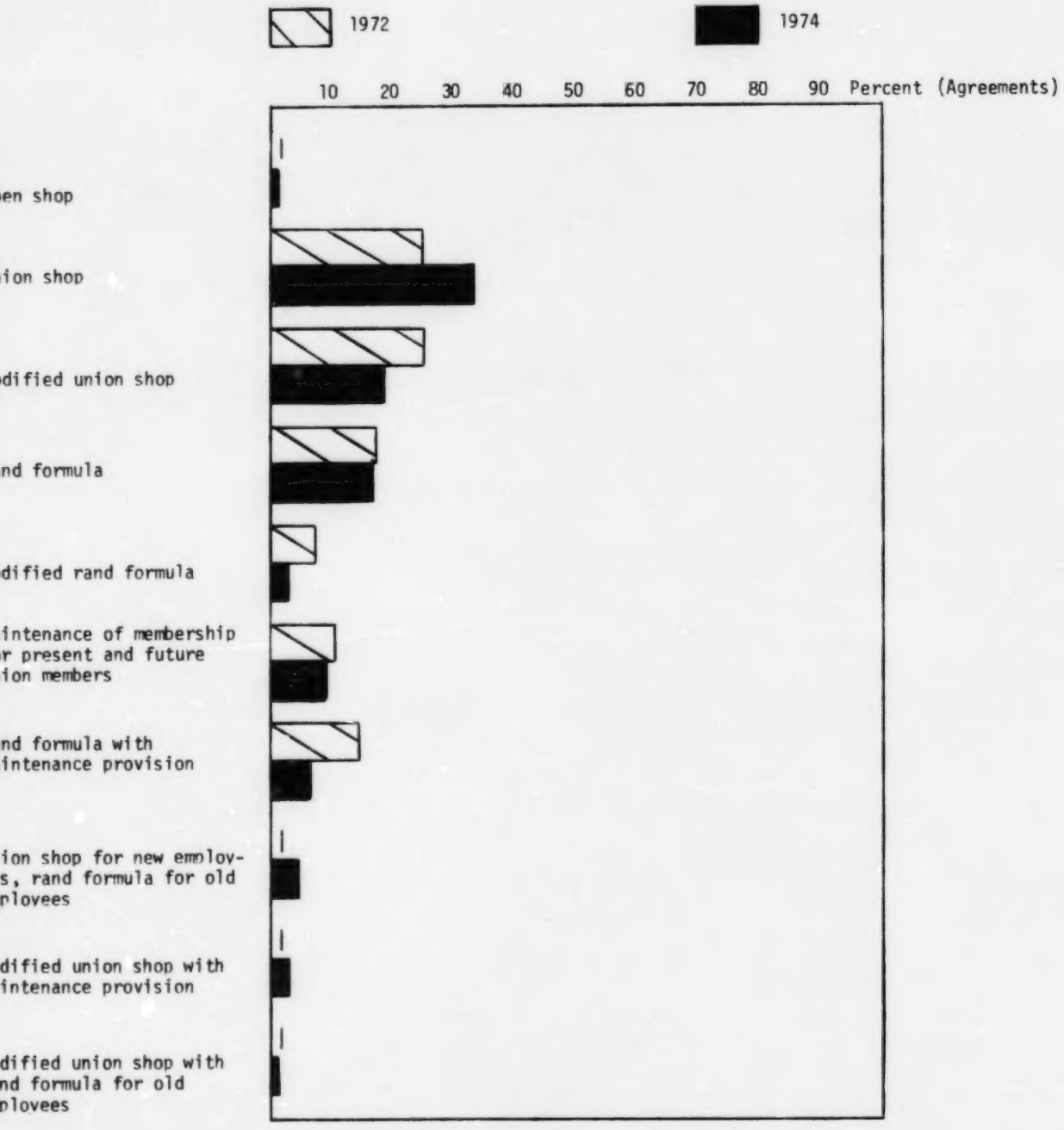


CHART 3: Check - Off

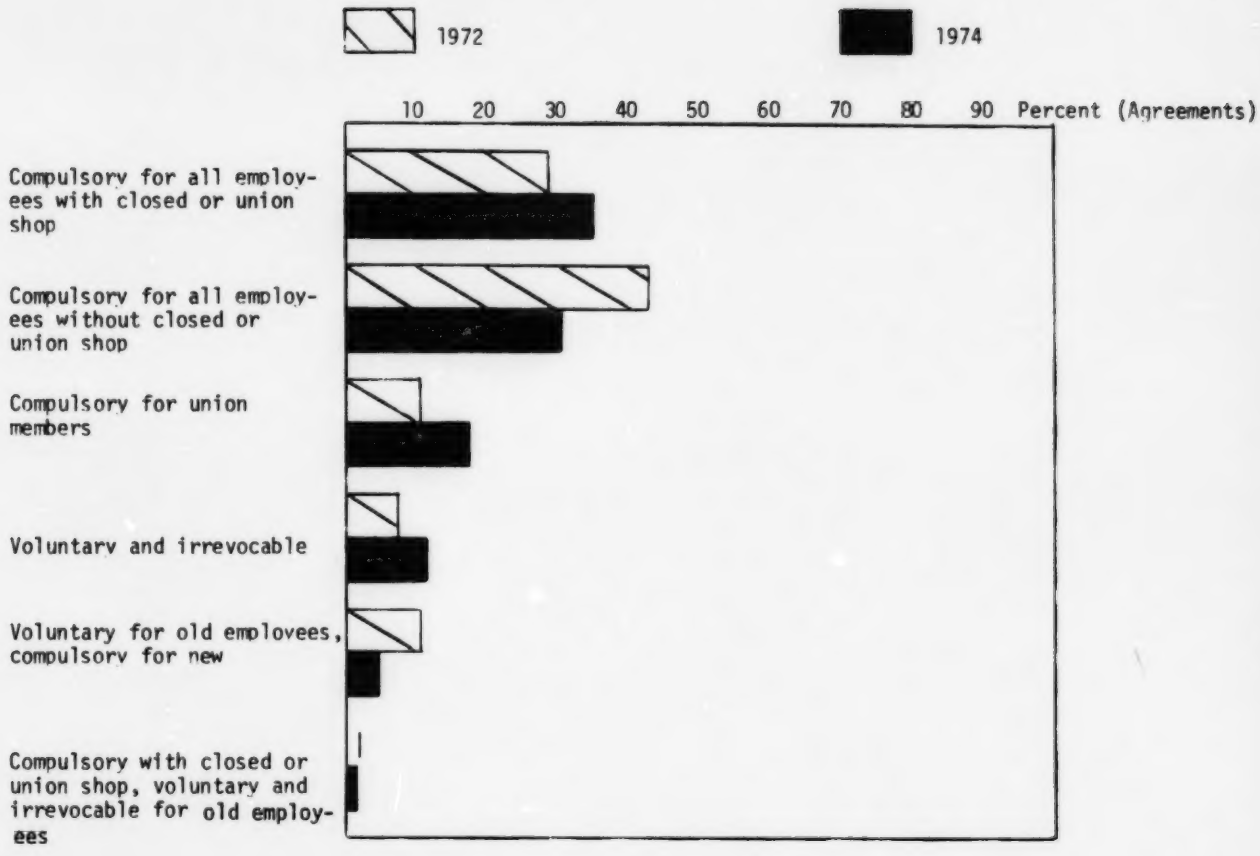

1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
Compulsory for all employees with closed or union shop
Compulsory for all employees without closed or union shop
Compulsory for union members
Voluntary and irrevocable
Voluntary for old employees, compulsory for new
Compulsory with closed or union shop, voluntary and irrevocable for old employees

CHART 4: Seniority Recognition

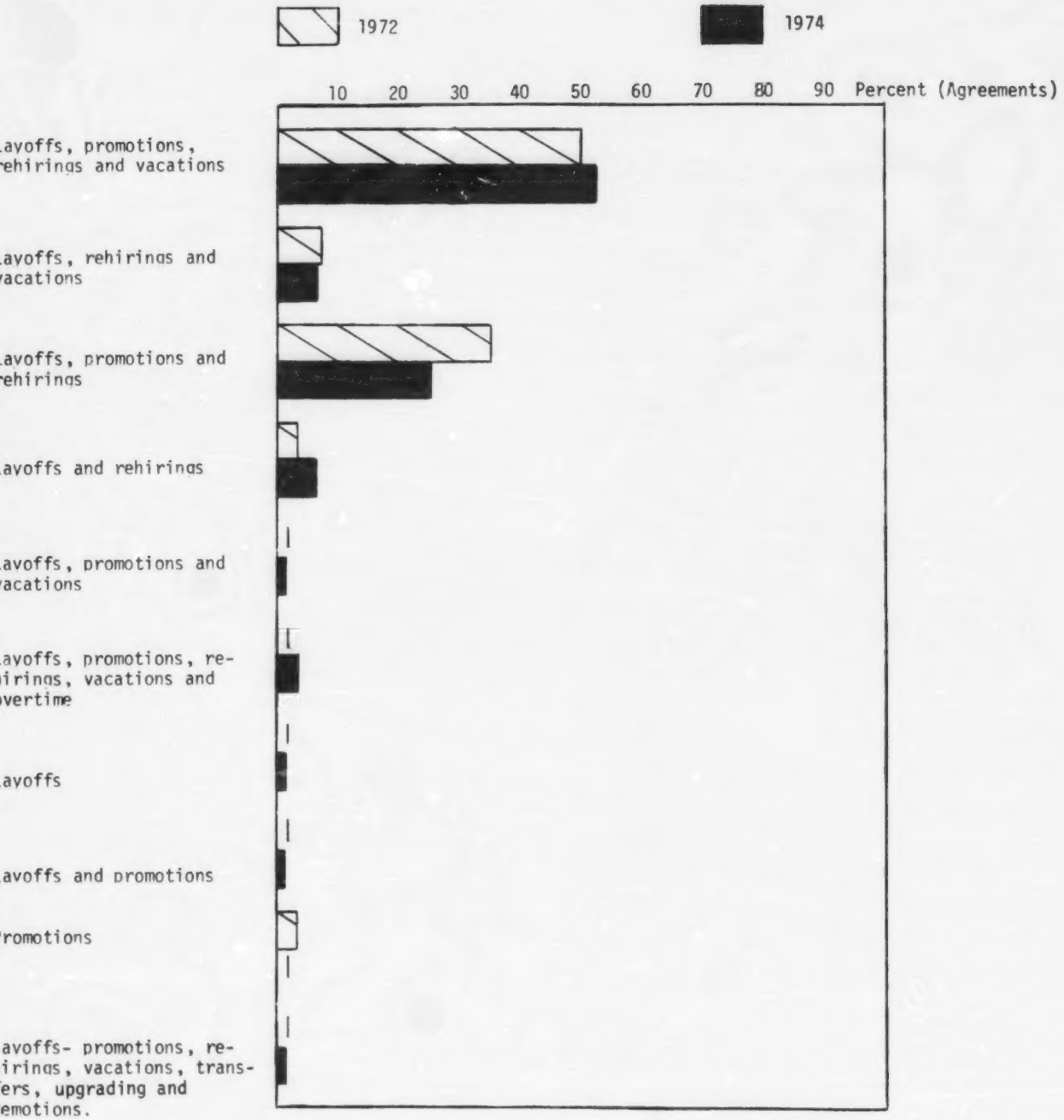

1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
Layoffs, promotions, rehirings and vacations
Layoffs, rehirings and vacations
Layoffs, promotions and rehirings
Layoffs and rehirings
Layoffs, promotions and vacations
Layoffs, promotions, rehirings, vacations and overtime
Layoffs
Layoffs and promotions
Promotions
Layoffs- promotions, rehirings, vacations, transfers, upgrading and demotions.

CHART 5: Seniority Unit

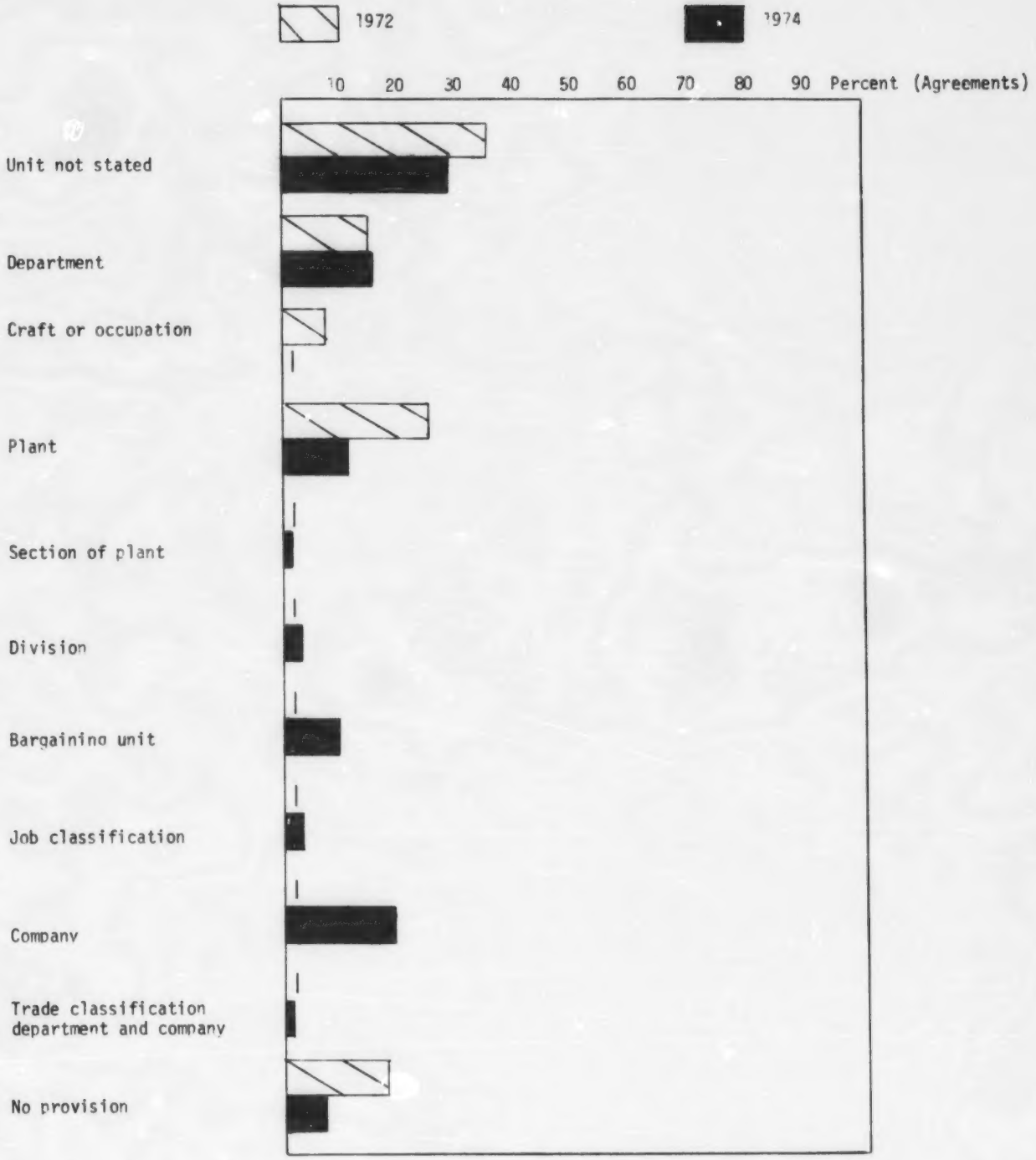
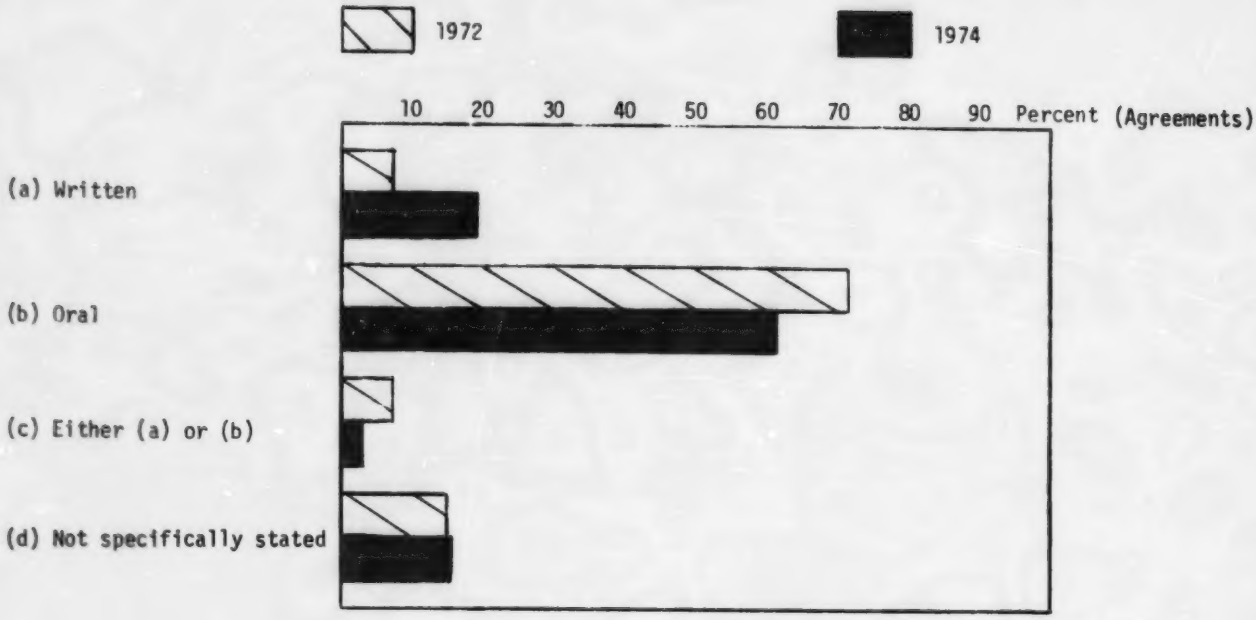


CHART 6: Permanent Employee Qualification

CHART 7: Grievance Procedure

Method of Grievance Procedure



ART 7: Grievance Procedure (Cont'd)

Length of Time to Initiate Grievance

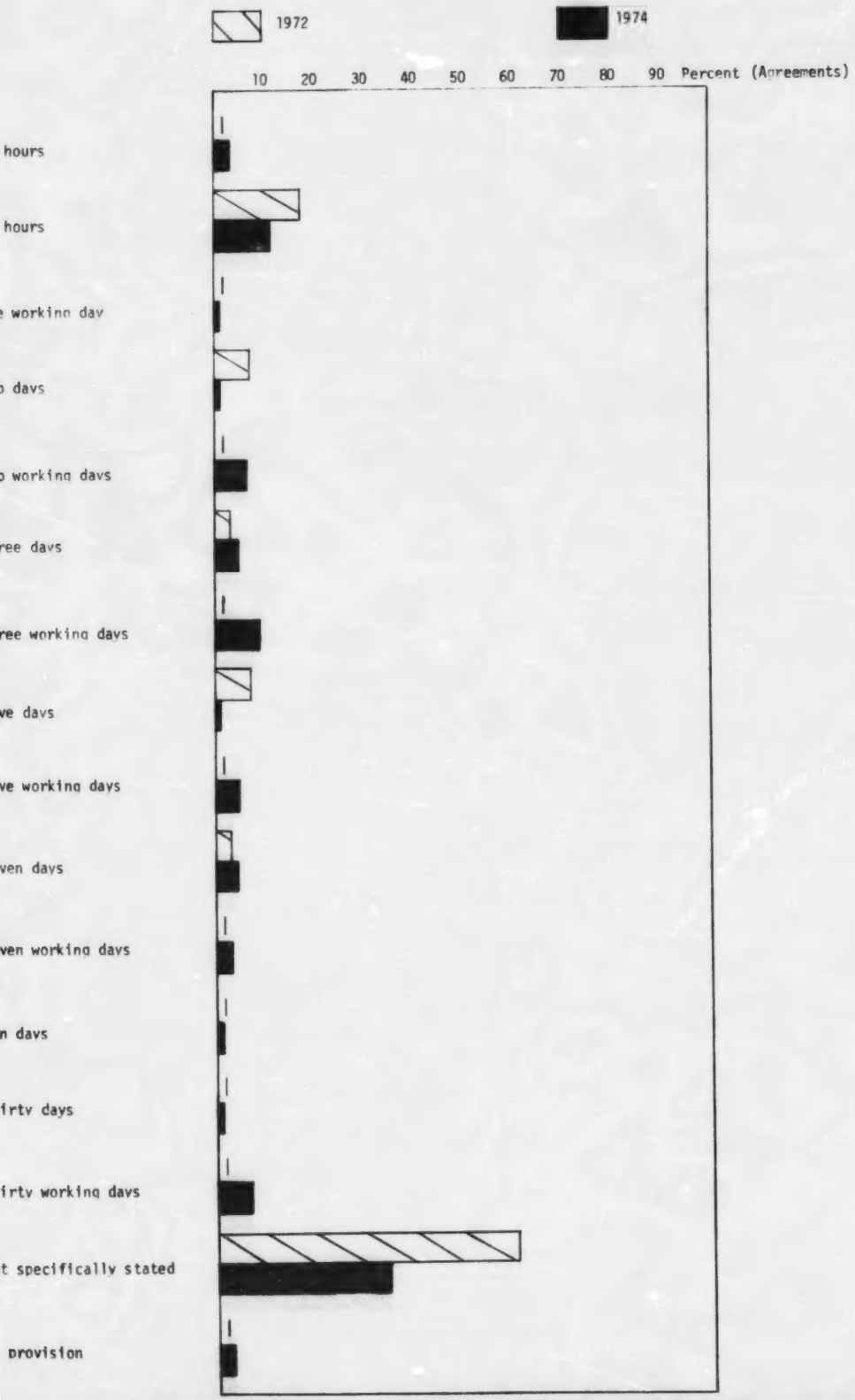
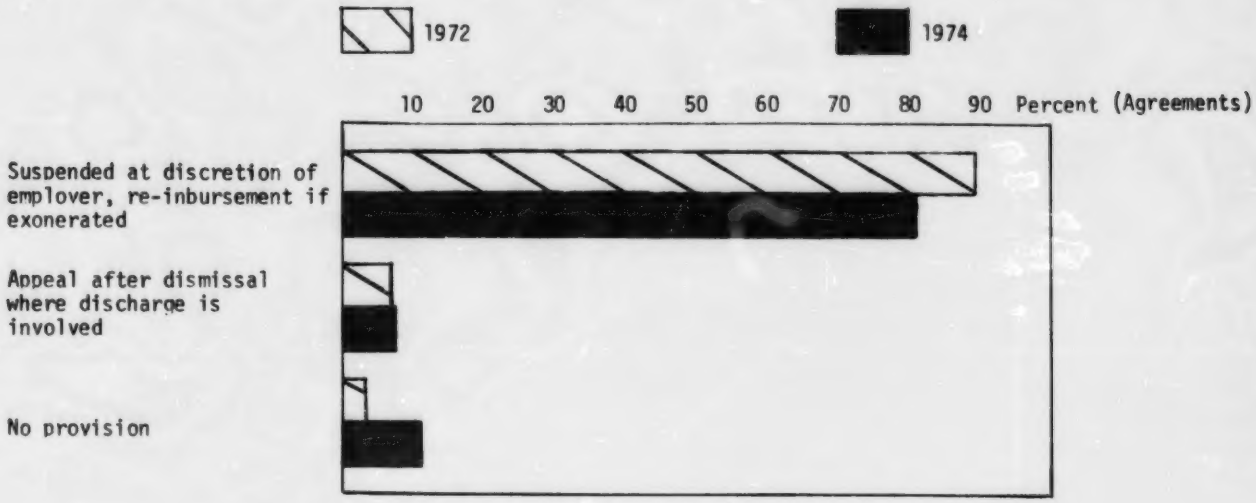


CHART 7: Grievance Procedure (Cont'd)

Complainant's Status



ART 8: Normal Work Week

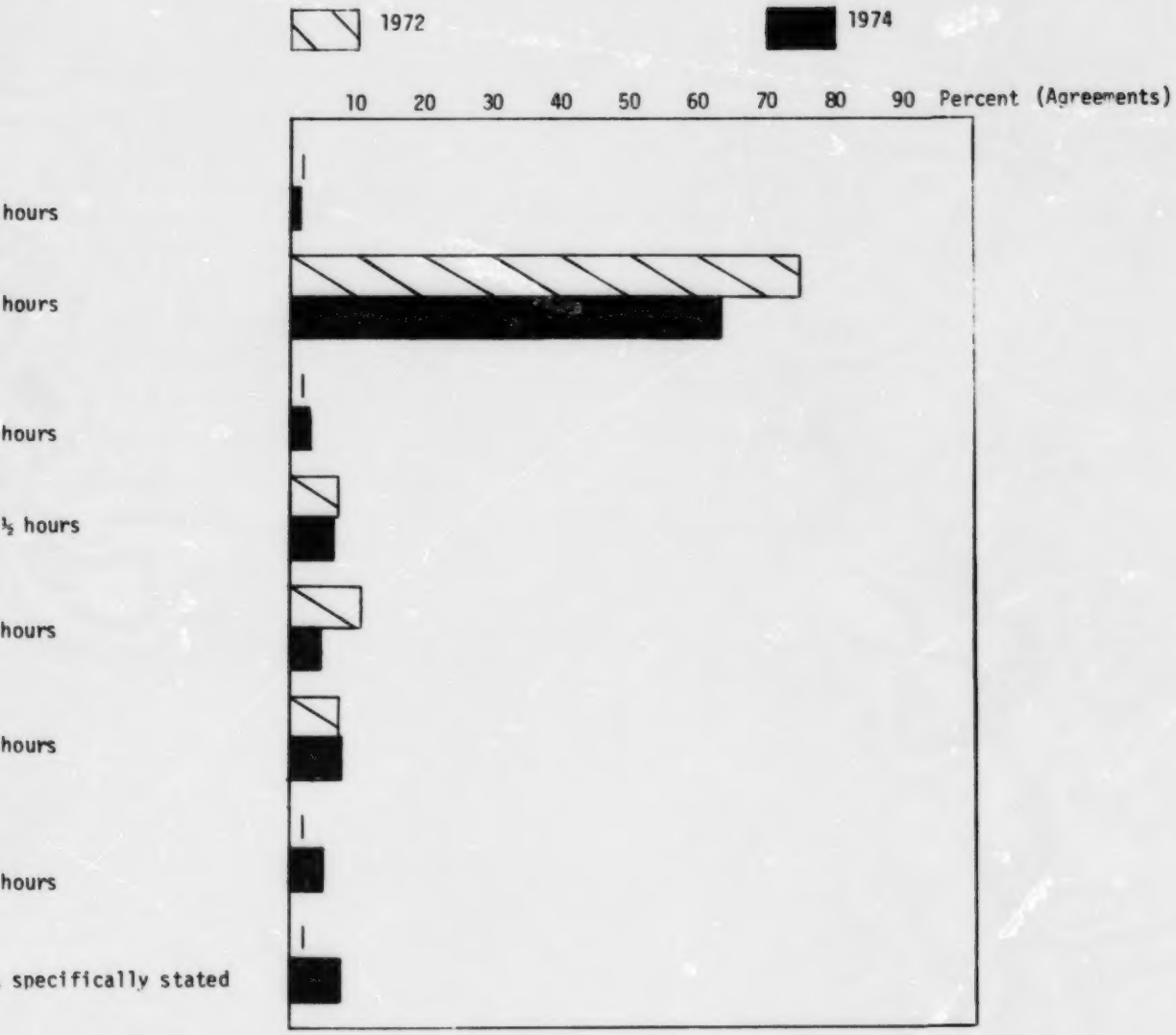
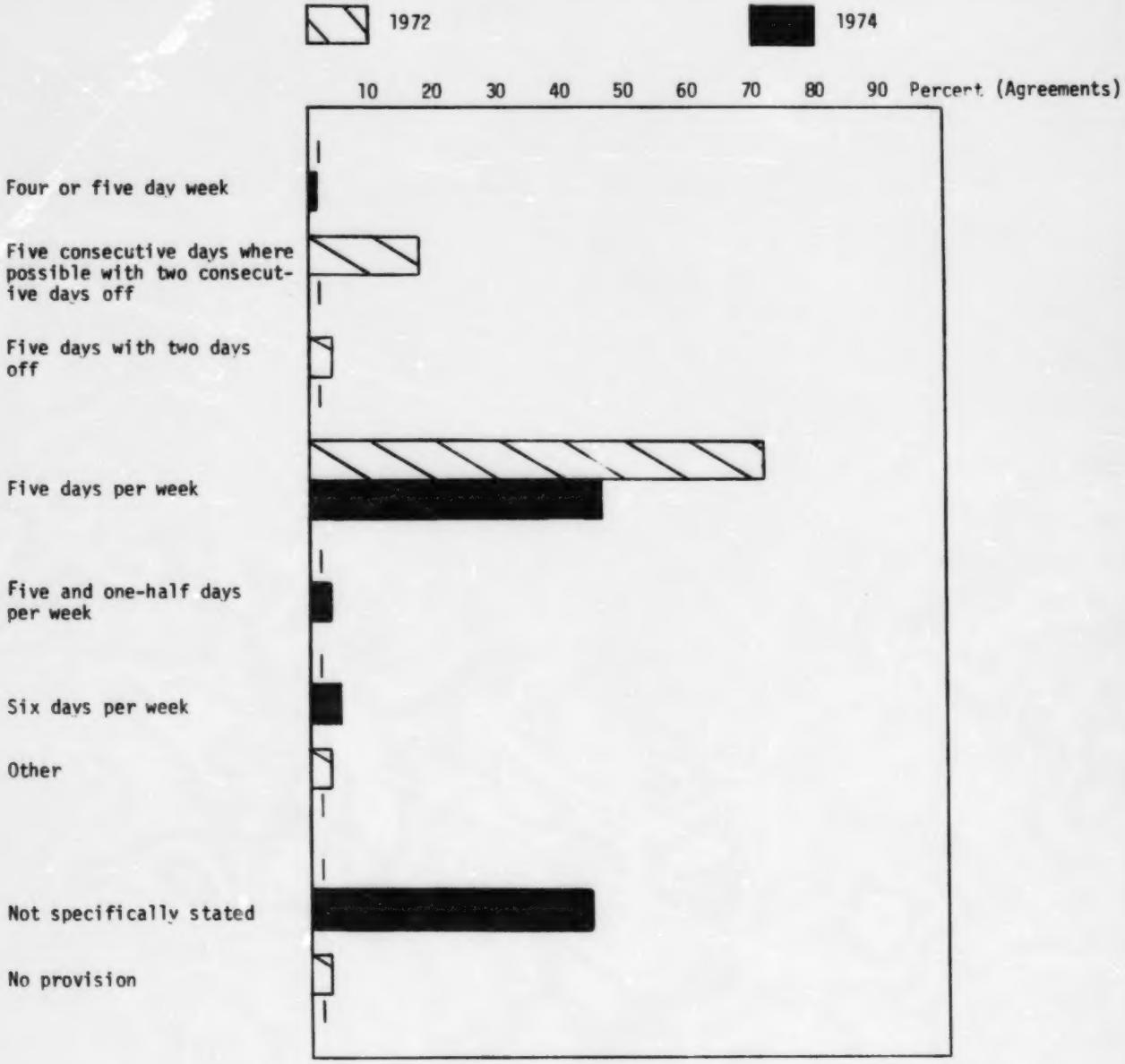


CHART 8: Normal Work Week (Cont'd)

Application of Work Week


1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
Four or five day week
Five consecutive days where possible with two consecutive days off
Five days with two days off
Five days per week
Five and one-half days per week
Six days per week
Other
Not specifically stated
No provision

HART 9: Overtime Rates

Overtime Rates After Daily or Weekly Hours

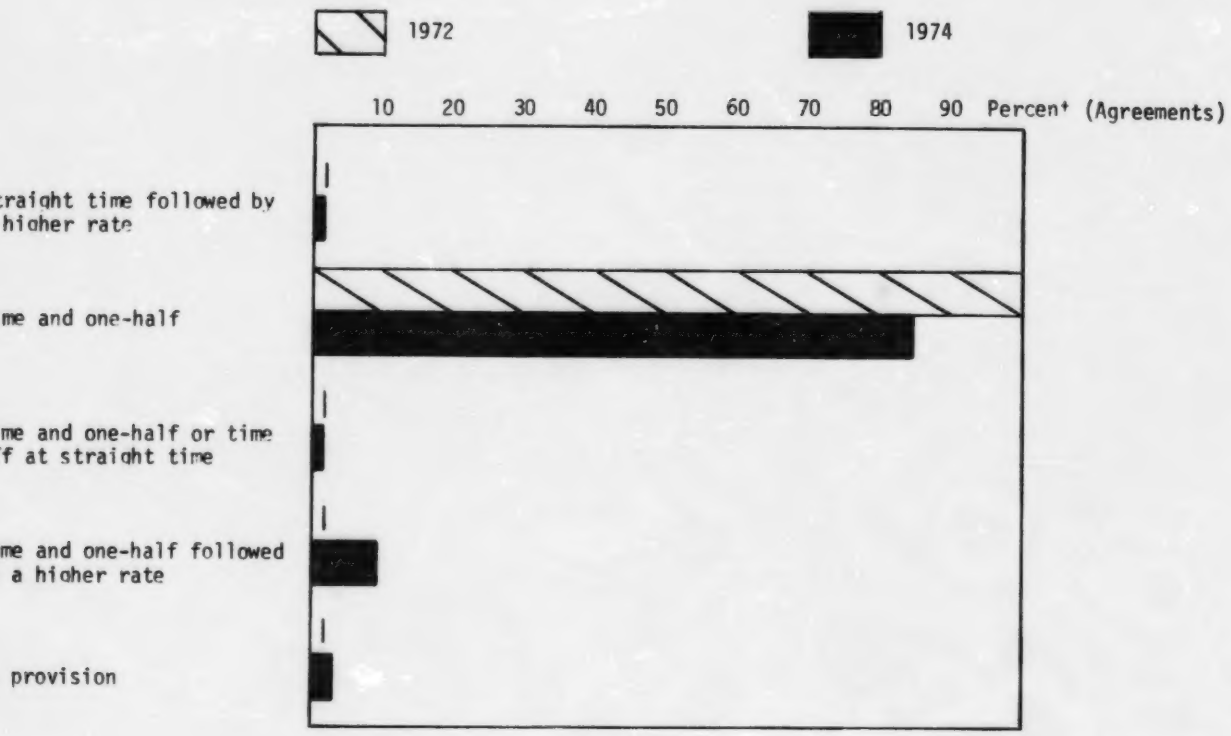
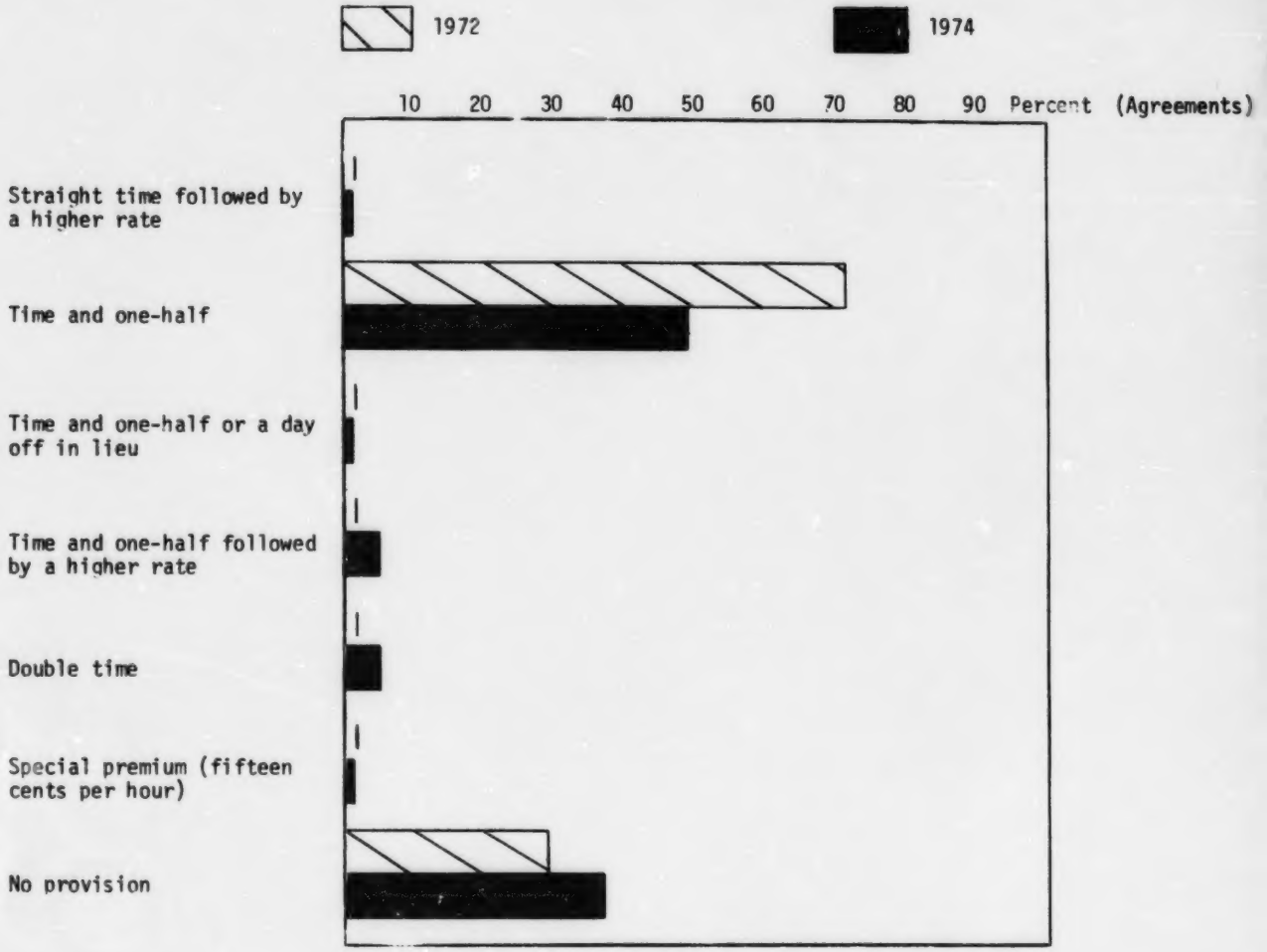


CHART 9: Overtime Rates (Cont'd)

Overtime Rates on Saturday


1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
Straight time followed by a higher rate
Time and one-half
Time and one-half or a day off in lieu
Time and one-half followed by a higher rate
Double time
Special premium (fifteen cents per hour)
No provision

ART 9: Overtime Rates (Cont'd)

Overtime Rates on Sunday

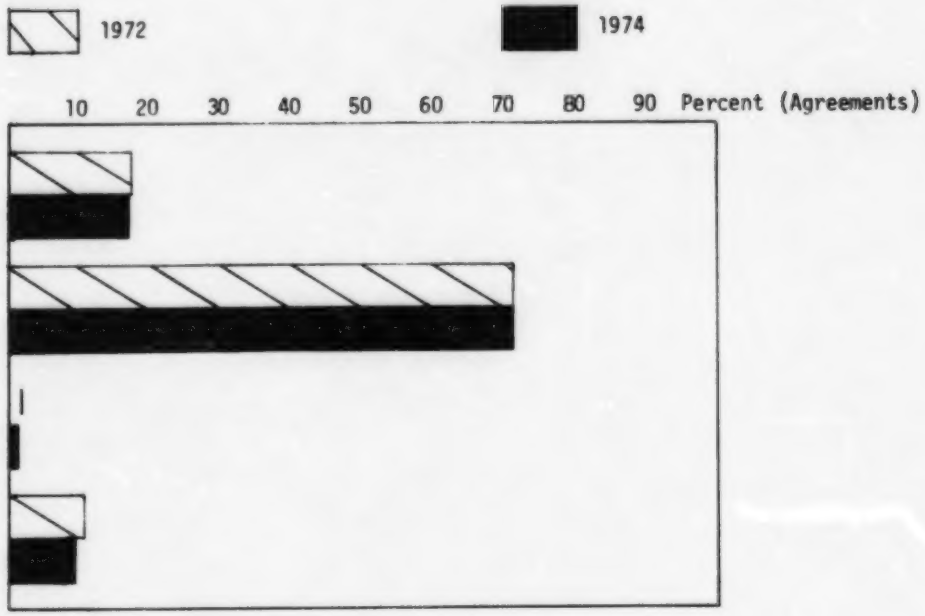
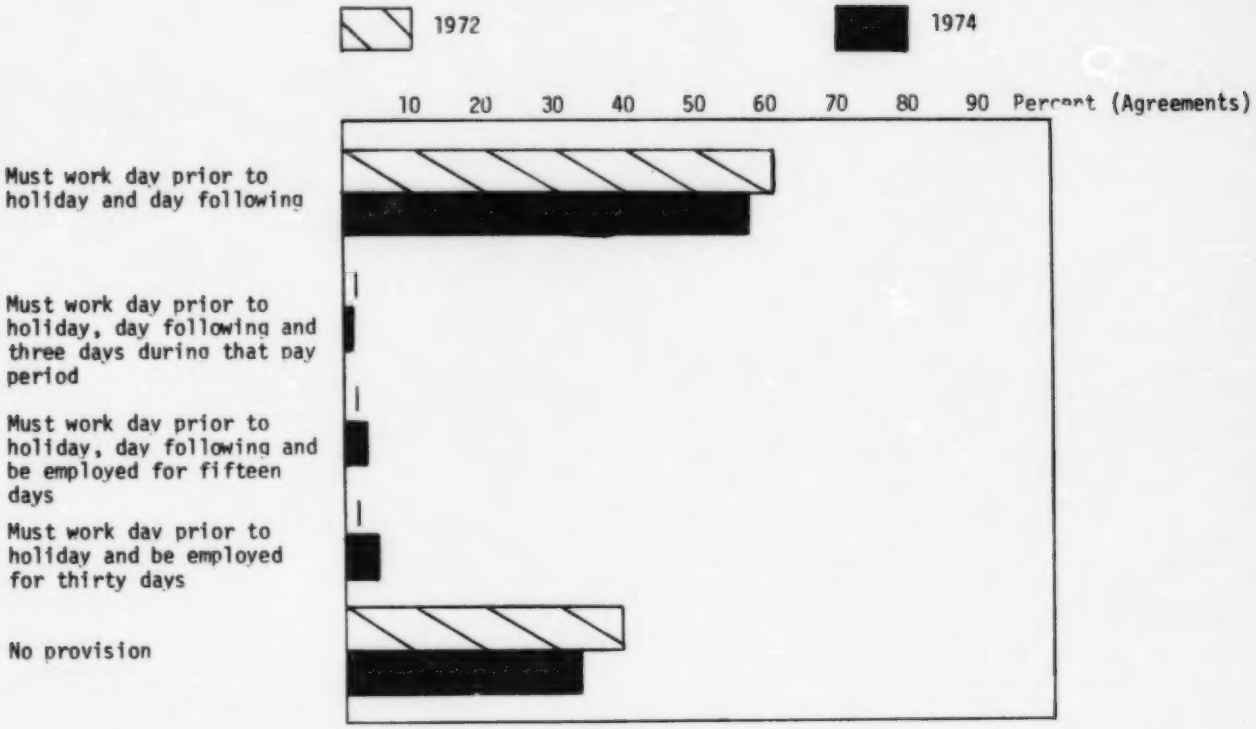


CHART 10: Paid Holiday Provisions

Requirements for Paid Statutory Holidays


1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
Must work day prior to holiday and day following
Must work day prior to holiday, day following and three days during that pay period
Must work day prior to holiday, day following and be employed for fifteen days
Must work day prior to holiday and be employed for thirty days
No provision

HART 10: Paid Holidav Provision (Cont'd)

Paid Statutorv Holidavs

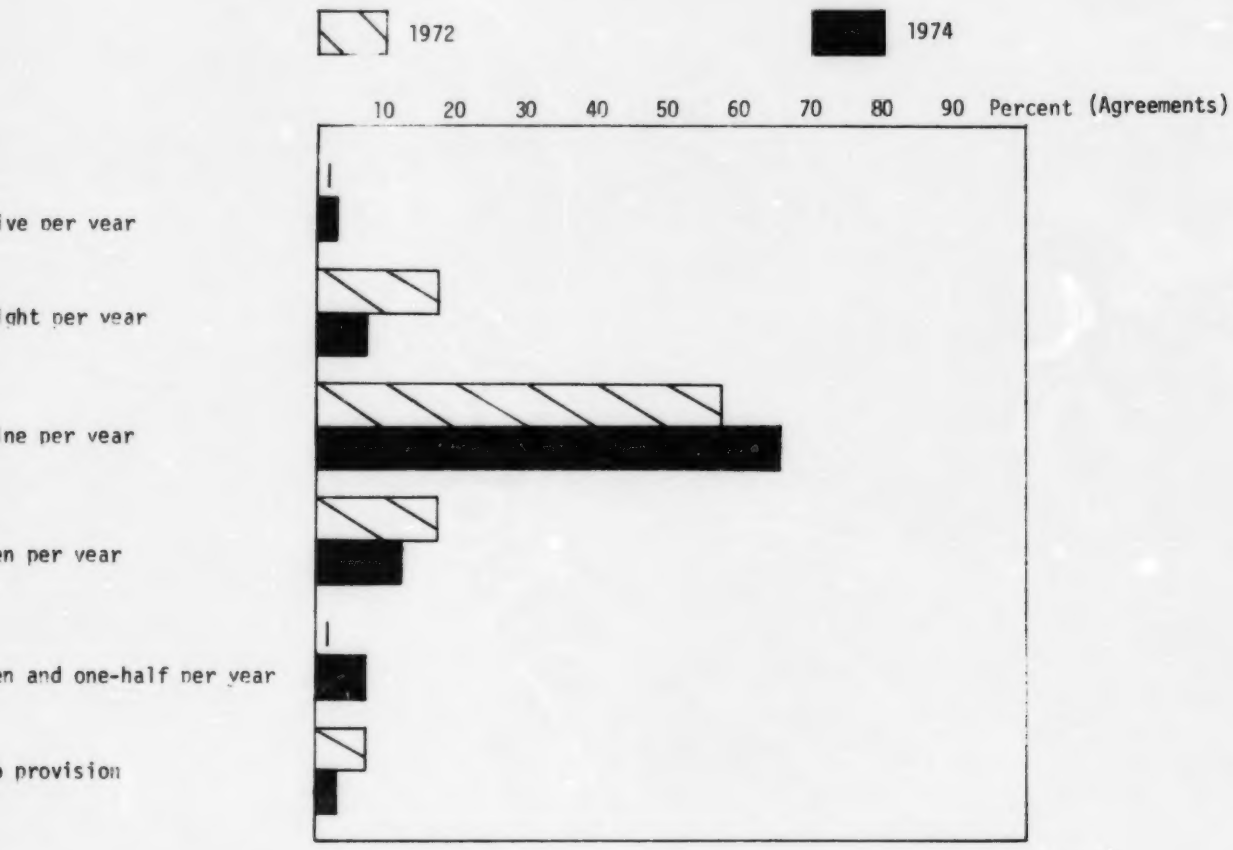


Chart 10: Paid Holidays Provision (Cont'd)

Pay Rates For Holidays Worked

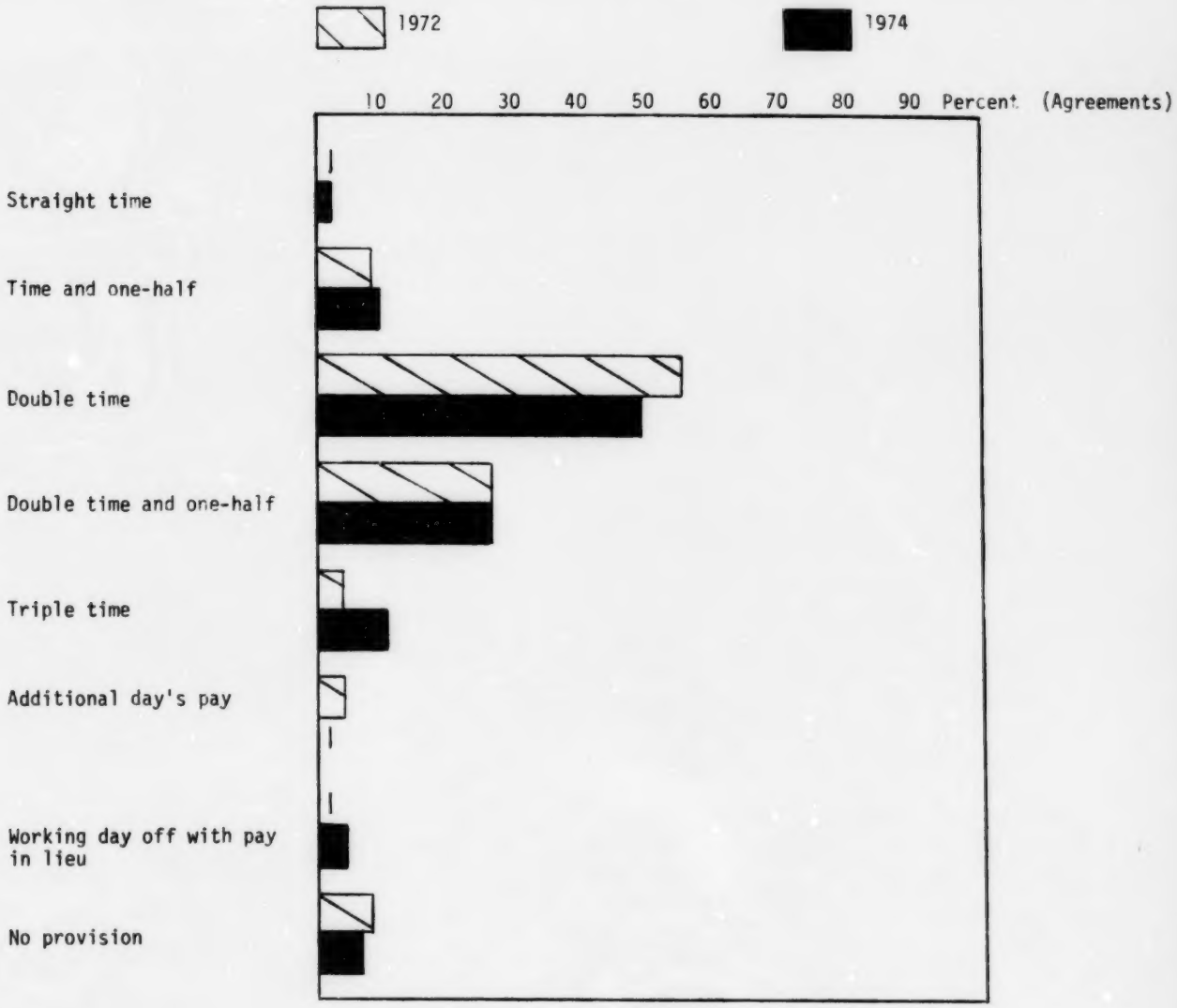


CHART 10: Paid Holiday Provision (Cont'd)

Provision For Paid Holidays During Vacation

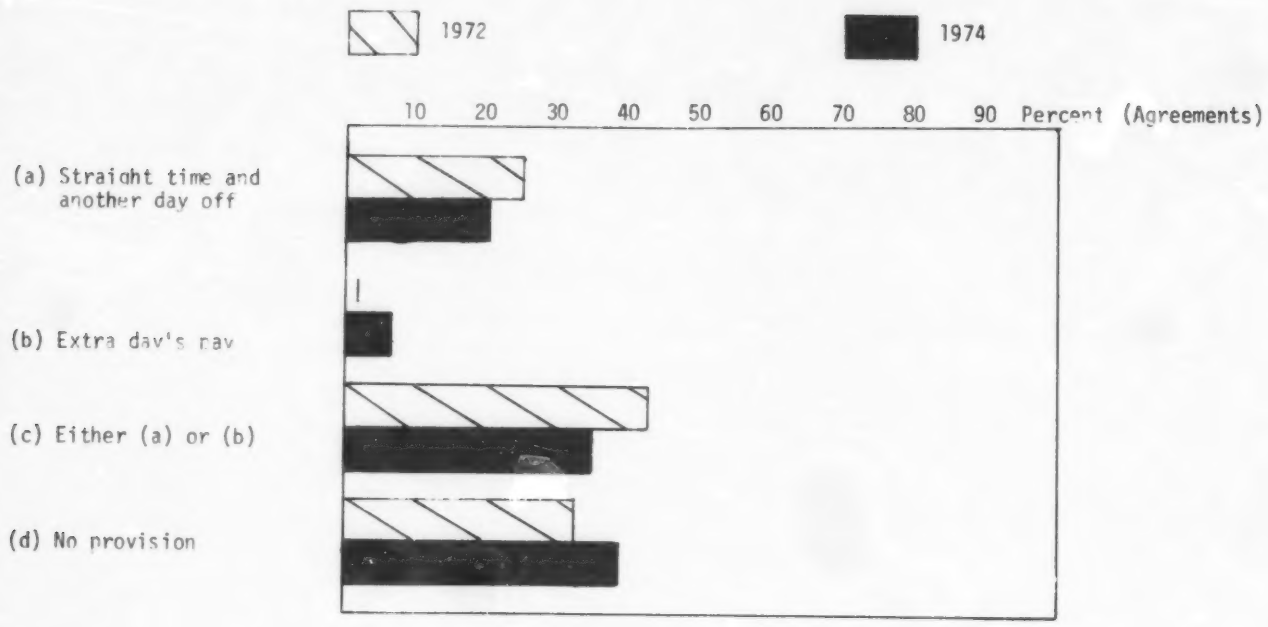
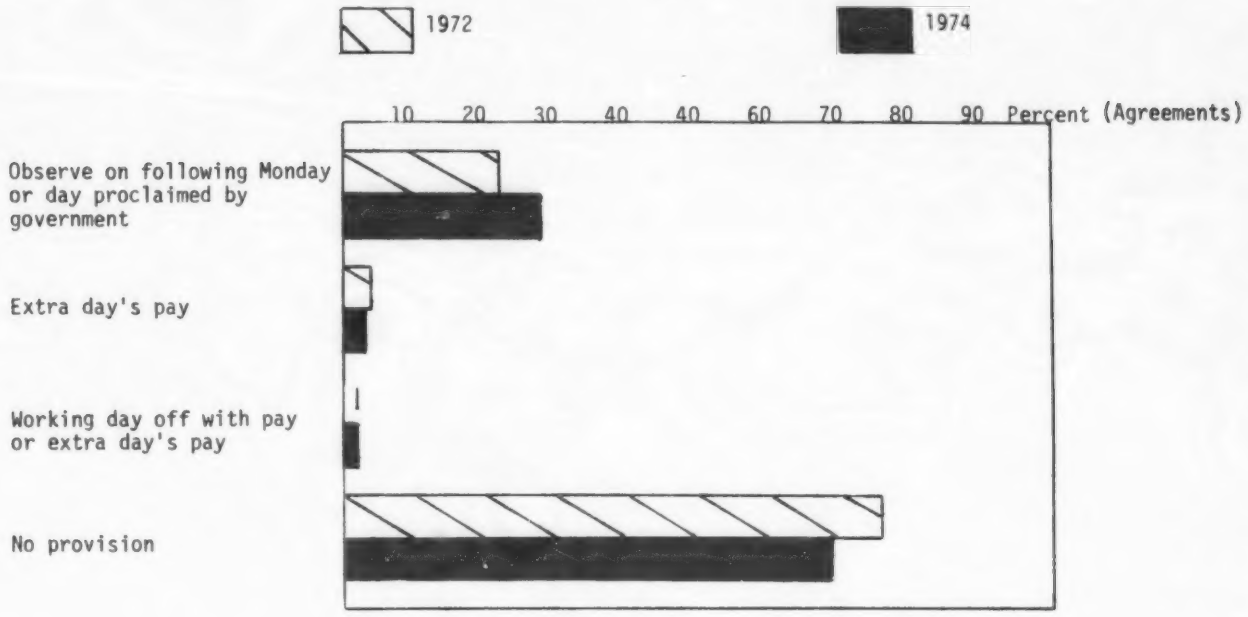


Chart 10: Paid Holidays Provision (cont'd)

Paid Holiday Falling On Day Not Normally Worked


1972
1974
10 20 30 40 40 60 70 80 90 Percent (Agreements)
Observe on following Monday or day proclaimed by government
Extra day's pay
Working day off with pay or extra day's pay
No provision

HART 11: Paid Vacations

Paid Vacation - Three Weeks

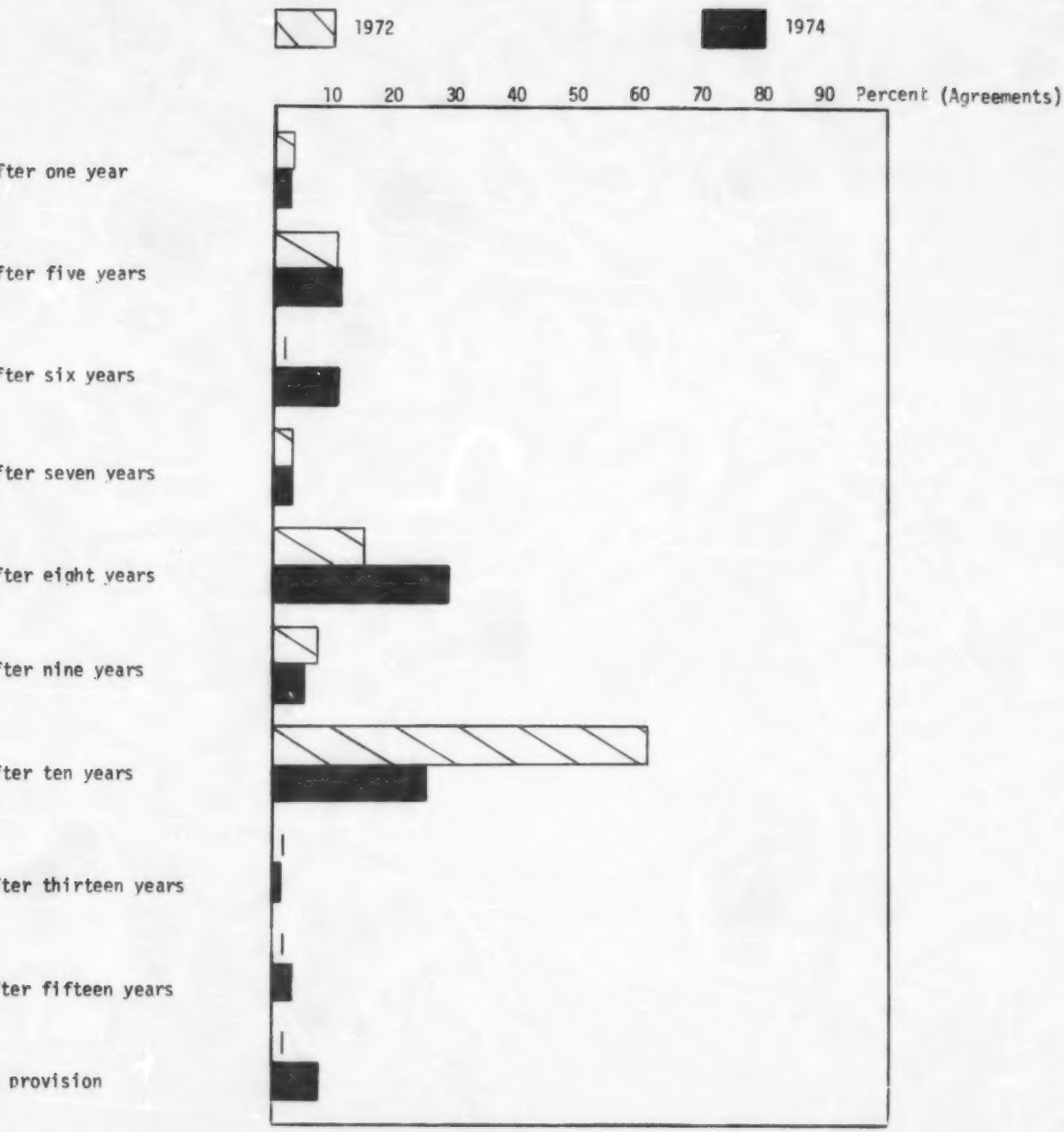
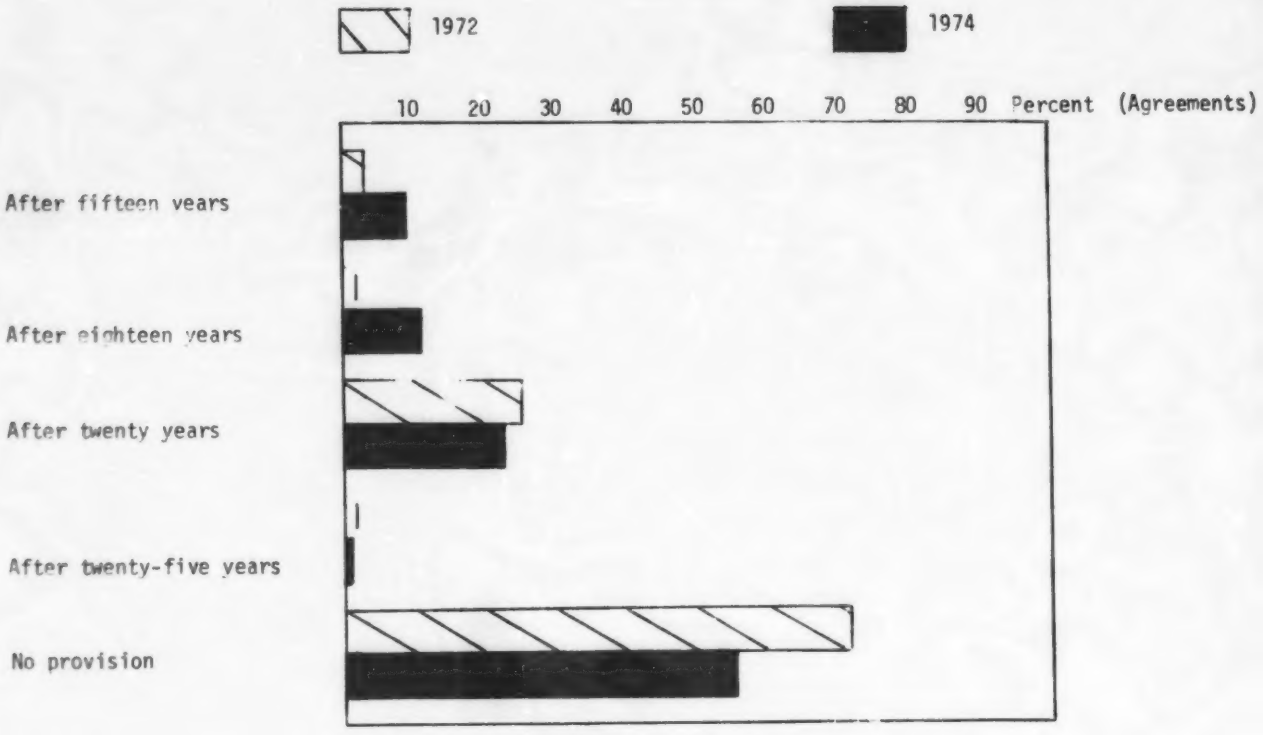


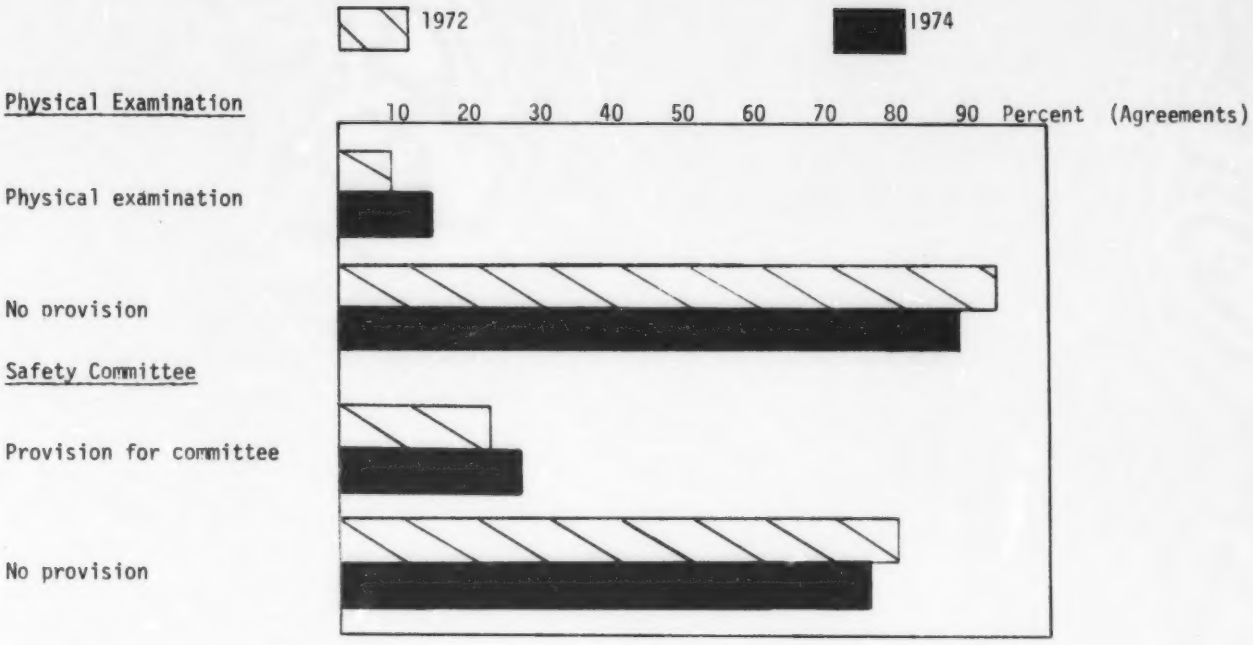
CHART 11: Paid Vacations (Cont'd)

Paid Vacation - Four Weeks



HART 12: Shift Provisions

CHART 13: Industrial Safety



HART 13: Industrial Safety (Cont'd)

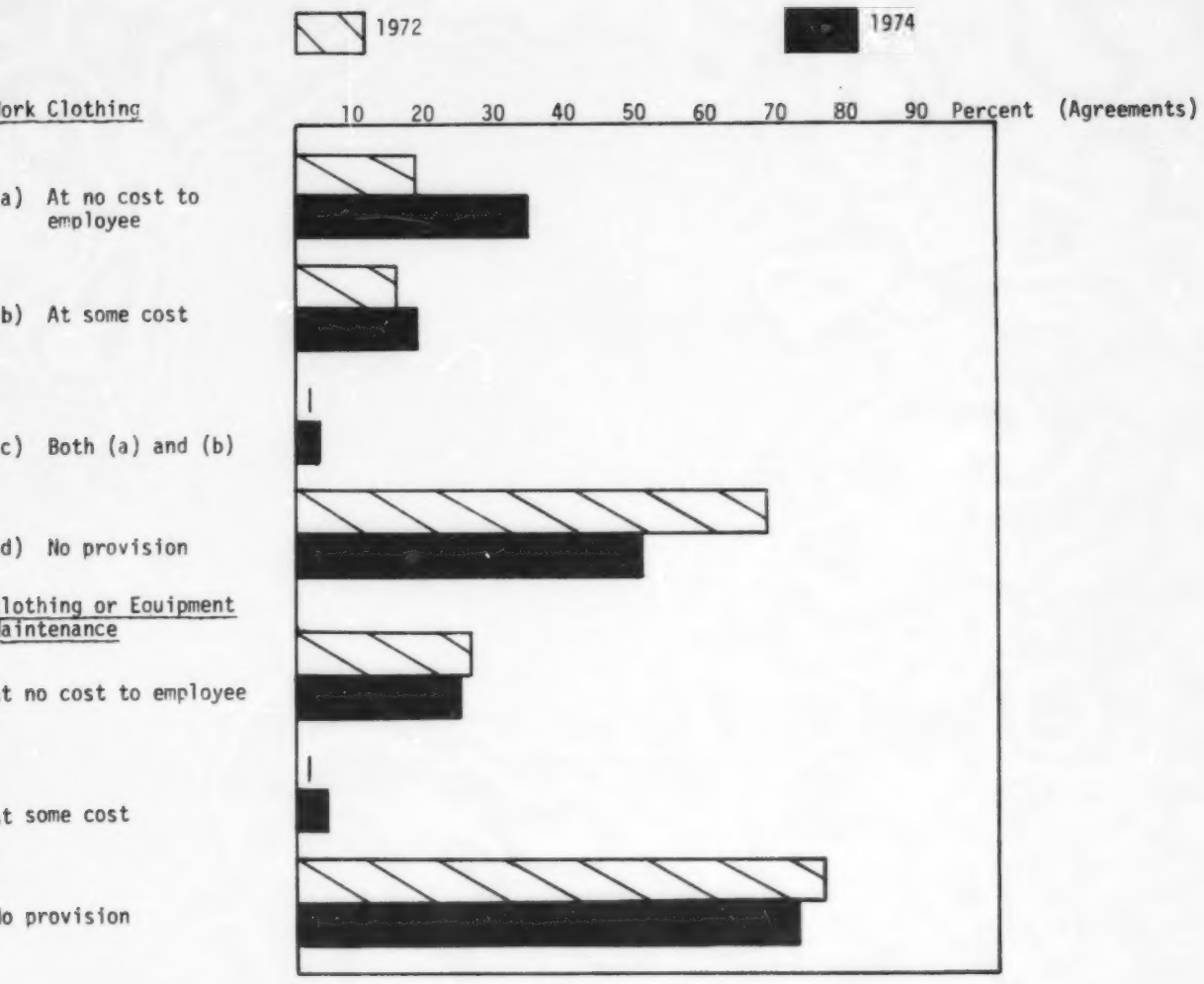
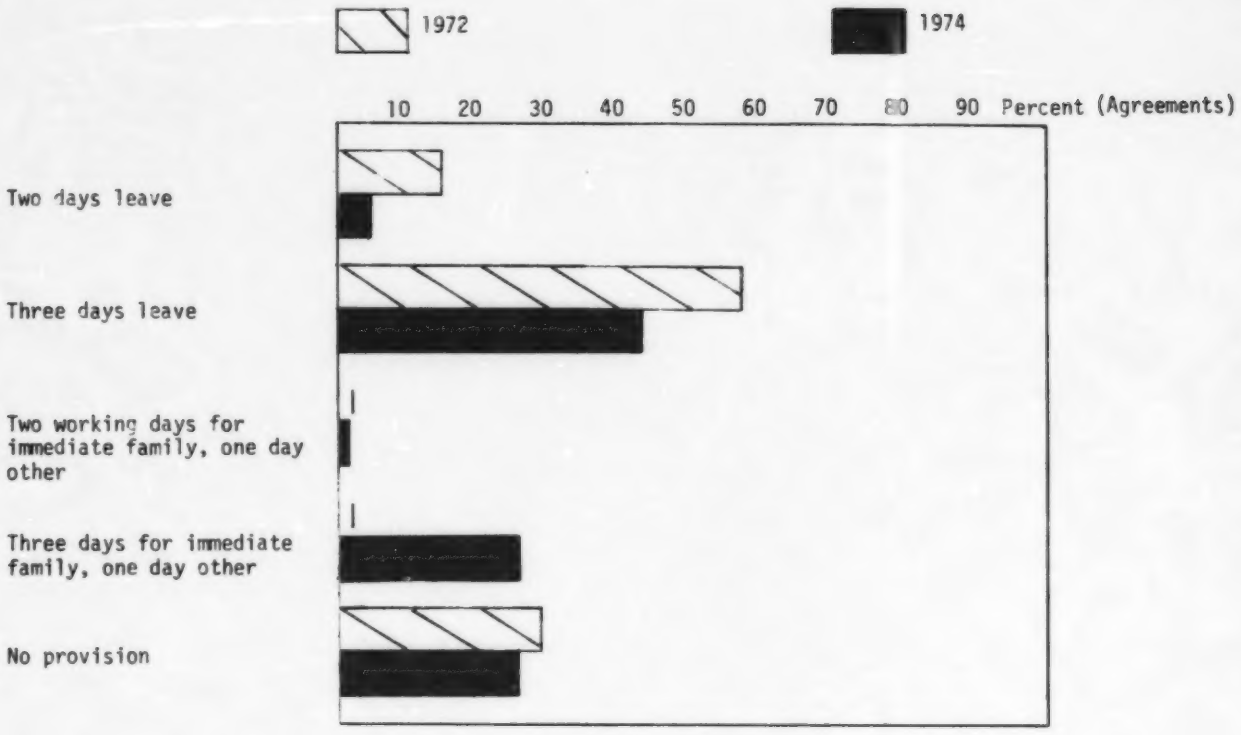


Chart 14: Fringe Benefits

Paid Bereavement Leave



ART 14: Fringe Benefits (Cont'd)

Call-Out Pay Guarantee

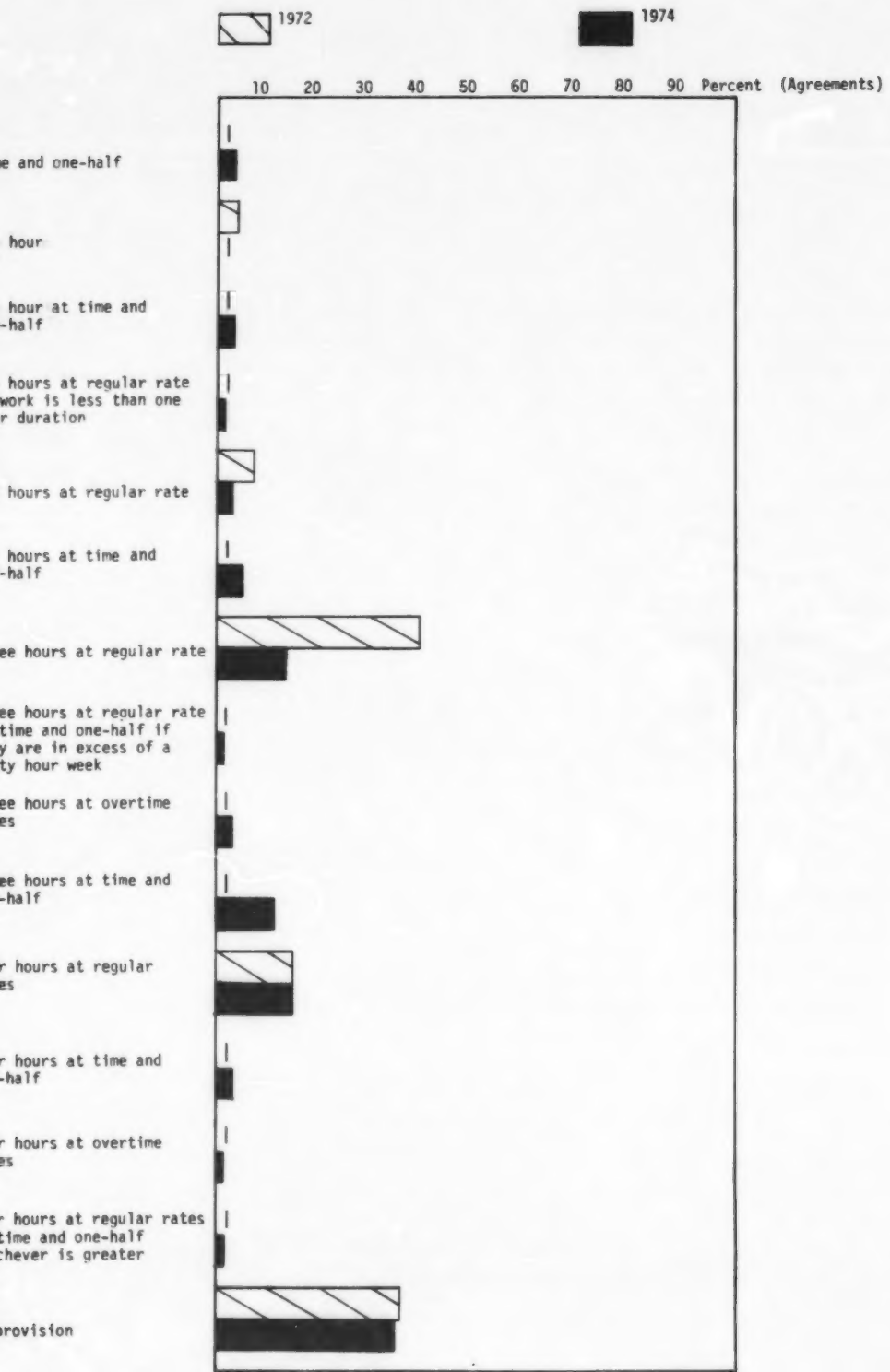


CHART 14: Fringe Benefits (Cont'd)

Notice of Layoff

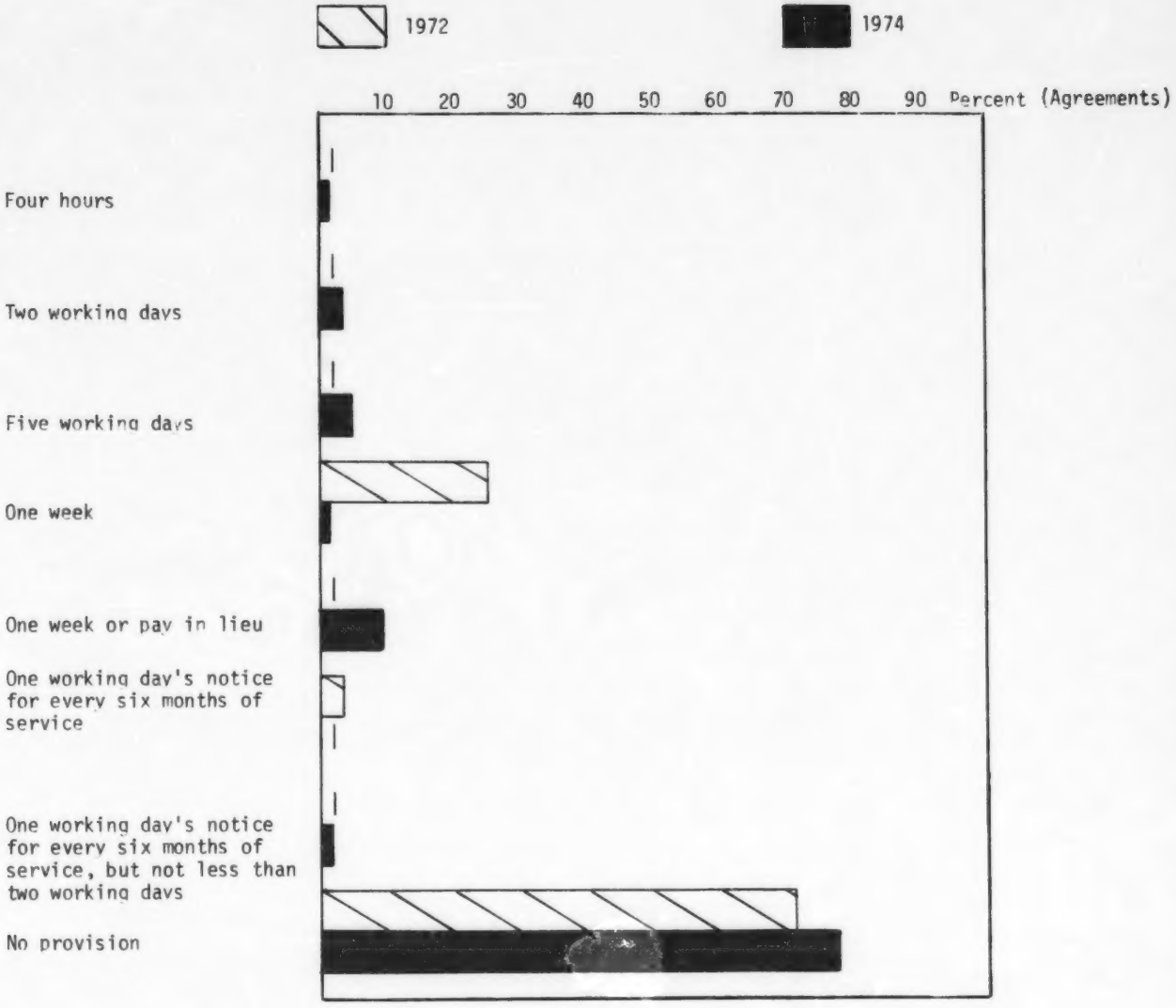

1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
Four hours
Two working days
Five working days
One week
One week or pay in lieu
One working day's notice for every six months of service
One working day's notice for every six months of service, but not less than two working days
No provision

Chart 14: Fringe Benefits (Cont'd)

Paid Rest Periods

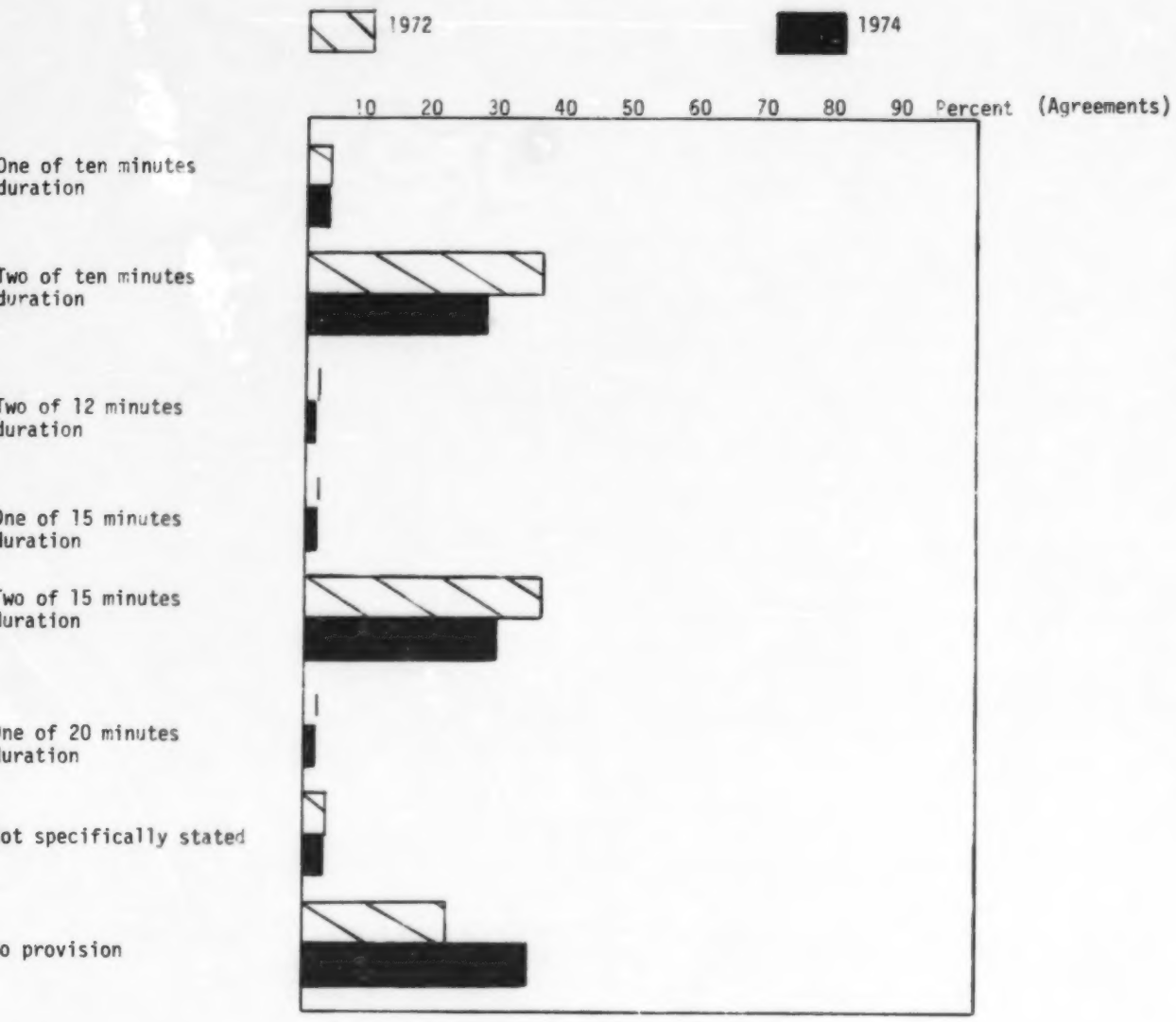
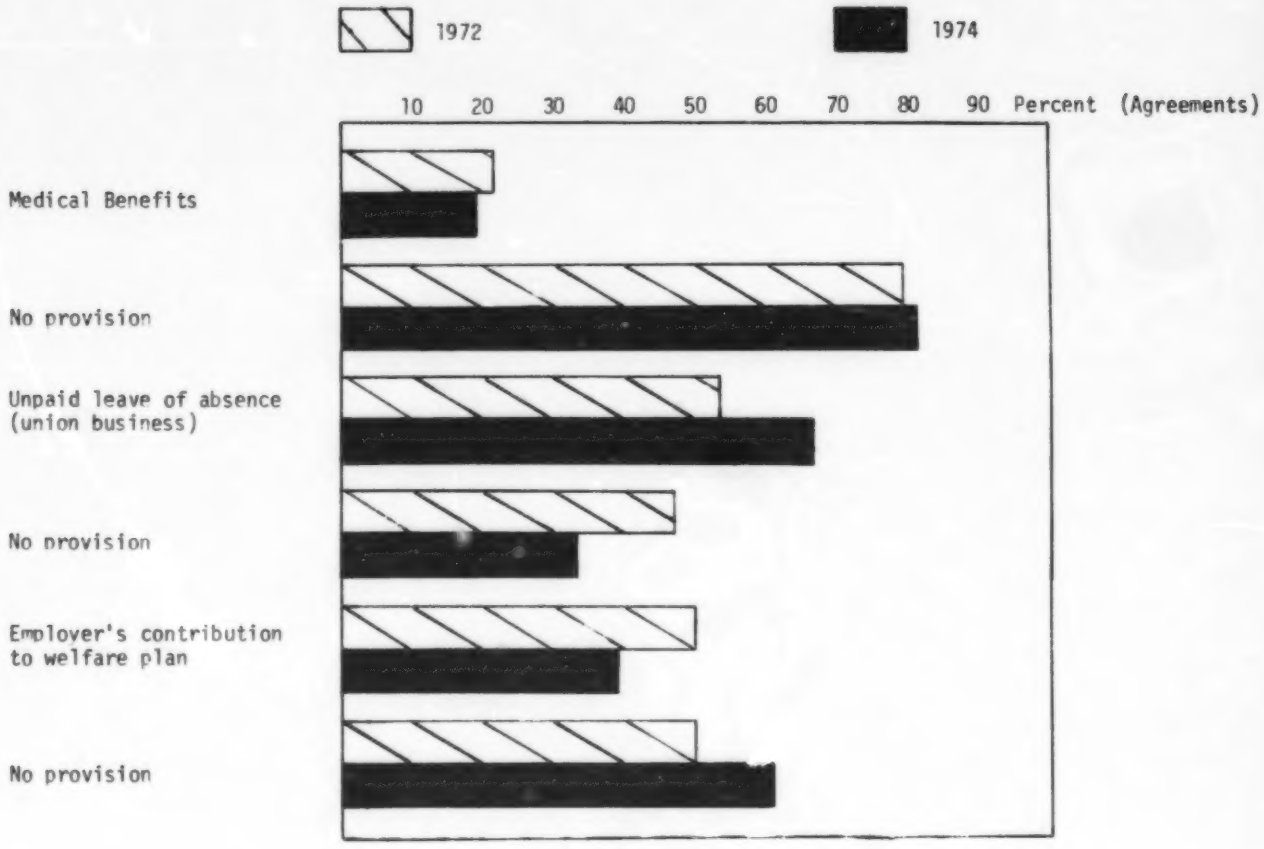

1972
1974
10 20 30 40 50 60 70 80 90 Percent (Agreements)
One of ten minutes duration
Two of ten minutes duration
Two of 12 minutes duration
One of 15 minutes duration
Two of 15 minutes duration
One of 20 minutes duration
Not specifically stated
No provision

CHART 14: Fringe Benefits (Cont'd)



APPENDIX I

LIST OF EMPLOYERS

COVERED BY

SURVEY

Allen's Dairy
Amherst Co-Op
Antigonish Motors
Antigonish Wholesalers Limited
Archibald Fuel Distributors
Atlantic Glass and Storefronts Limited
Avon Valley Greenhouses Limited
Bolands Limited
Braemore Co-Operative Society Limited
T. P. Calkin Limited
Canada Packers Limited
Cape Breton Chrysler Limited
Chappells Building Supplies Limited
L. H. Chernin and Sons Limited
Cummins Deisel, Division of Cummins Quebec L.T.E.E.
S. Cunard and Company Limited
Eastern Automobile
Eastern Dairyfoods Co-Op Limited
Goodspeeds Limited
Gordon Brothers
Halliday Craftsmen Limited
Howard's Limited
I.M.O. Foods Limited
Island Ford Sales
Isle Royale Petroleum Limited
Johnson and MacDonald Limited
Keltic Motors
Lord's Supervalue Pharmacies (Nova Scotia) Limited
MacAulay's Garage Limited
MacCulloch and Company Limited
MacIntyre Chev-Olds Limited
R. MacGregor and Sons Limited
Maritime Co-Operative Services Limited
Mason's Limited of Sydney
Metropolitan Stores of Canada Limited
Milne's IGA
M & M Motors Limited
Moirs Division of Standard Brands Limited
Nova Scotia Liquor Commission
W. A. O'Farrell Chev-Olds Limited
Pilkington Glass Limited
P. R. Ritcey and Company Limited

APPENDIX I (CONT'D)

Scotian Gold Co-Operative Limited
Sobey's Stores Limited
Steel City Sales Limited
L. A. Steel
J. W. Stephens Limited
Swift Canadian Company Limited
Sydney Auto Parts
Sydney Motors Limited
Sydney Co-Operative Society Limited
Sydney Landscaping Limited
Thompson & Sutherland Limited
Westeel-Rosco Limited
White Spot Enterprises Limited

LIST OF UNIONS AND ASSOCIATIONS

COVERED BY

SURVEY

The Antigonish Garage Workers
Bread, Cake, Biscuit. Crackers, Candy, Confectionary and Miscellaneous Workers
Canadian Union of Building Product Workers
The Association of Commerical and Technical Employees
International Union of Operating Engineers
Canadian Food and Allied Workers
General Workers Union
Labourers' International Union of North America
The Nova Scotia Liquor Commission Employees
Oil, Chemical and Atomic Workers International Union
Canadian Brotherhood of Railway, Transport and General Workers
Retail, Wholesale and Department Store Union
Sydney Produce Workers Union
Teamsters, Chauffeurs, Warehousemen and Helpers Union

CURRENT PUBLICATIONS - NOVA SCOTIA DEPARTMENT OF LABOUR

1. Directory of Labour Unions in Nova Scotia - 1974 (1974)
2. Labour Legislation in Nova Scotia - 1974 (1974)
3. Labour Organization in Nova Scotia - 1974 (1974)
4. Nova Scotia Department of Labour Annual Report - 1973/74 (1974)
5. 1973 Wage Rates, Salaries and Hours of Labour in Nova Scotia (1974)
6. Collective Agreement Survey in the Building Trades of the Construction Industry - 1973 (1973)
7. Collective Agreement Survey in Nova Scotia Hospital - 1973 (1973)
8. Collective Agreement Survey in the Manufacturing Industry - 1973 (1973)
9. Collective Agreement Survey in Transportation, Communication and Other Utilities - 1974 (1974)
10. Collective Agreement Survey in Trade - 1974 (1974)
11. Collective Agreement Survey in Public Administration - 1974 (1974)
12. Working Conditions in Nova Scotia - 1973 (1974)
13. Selected Labour Statistics for Nova Scotia - 1973/74 (1974)
14. Apprenticeship Training Brochures
15. Average Weekly Wages and Salaries in the Sixities by Industry for Nova Scotia - 1972 (1972)

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